



## Waad Raggam

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## You are most like **The Planner**

Planners are driven to put structure and systems around goals, translating ideas into practical and achievable plans. They tend to be planful, methodical and results-oriented.

A goal without a plan is like having a ship without a navigational system—you know where you want to go, but don't know how you're going to get there. Planners gather and translate data and information from available sources to develop focused plans that improve the likelihood of achieving goals and objectives.

Typical Planners have the ability to gather and evaluate relevant information, facts, and data and organize it effectively. They work through information and data systematically to make sure it falls into proper order. They don't necessarily mind being directed to goals and objectives that their plans work toward, rather than being the one responsible for putting them in place.

Other distinguishing characteristics include setting ambitious goals and tenaciously pursuing them until they're accomplished. They think through things in a structured and methodical way. They are good at getting ahead of events so that they're ready with a plan before it's needed, minimizing risk and uncertainty. They apply logic and practicality so that plans have a high probability of success. They tend to be less inclined to spend too much effort seeking new, unconventional methods if tried and true ones can work.

While they take initiative and are likely strong executors themselves, the key to taking on more responsibility lies in managing others to implement plans for them. Some Planners may be less inclined towards people management, while others may be more. In any case, seeking out and learning to engage productively with others who are different than themselves—be it more emergent and less organized, or more people-oriented—will serve them well in the long run.

### **Planner Talents**

- Taking direction and seeing the future with a balanced sensibility for how things really work
- Collecting and making sense of numerous data points and information
- Developing, adjusting, and creating backup plans
- Applying reason and practicality to decisions and choices
- Developing precise schedules and timelines
- Reliable execution

### **Planner Growth Needs**

- Being patient with people who are less organized and diligent than them
- Recognizing that perfection is difficult and can be stressful to achieve
- Understanding that the impact of emotions on their plans can't be perfectly accounted for
- Staying flexible and not overly rigid; things don't always go as planned

You also have attributes of the **Orchestrator** and the **Strategist**



### The Orchestrator

Orchestrators excel at bringing people together, organizing around them, and mobilizing resources to achieve and exceed expectations. They tend to be planful, precise, engaging and people-oriented.



### The Strategist

Strategists are adept at generating and translating concepts and ideas into effective strategies to achieve results. They tend to be both conceptual and structured thinkers, curious and open-minded, while also being reliable and pragmatic.

Here are the archetypes you are least like



### The Adventurer

Adventurers are motivated by taking part in fun, exciting, and adventurous activities and pursuits. They tend to be excitement-seeking, fun-loving, energetic, independent, open to new experiences, and spontaneous.



### The Inventor

Inventors are driven by coming up with new and innovative ideas, products and solutions. They tend to be creative, open-minded, conceptual, spontaneous and at times disorganized and unstructured.

# How You Prefer to Think

## Creative



You are drawn toward creative thinking and are guided by established rules and routines, rather than deviating from tradition to do things your own way.

Original	60%
Curious	18%
Non-Conforming	27%

## Deliberative



You tend to rely on intuition over logic, though are more methodical and process-oriented when reaching decisions and making choices.

Logical	31%
Systematic	79%
Impartial	54%

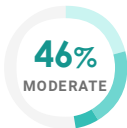
## Detailed and Reliable



You tend to be organized, planful, and reliable in meeting commitments and deadlines, with an ability to focus on details when necessary.

Organized	80%
Detail-Oriented	44%
Dependable	70%

## Conceptual



You have a moderate preference to think abstractly and philosophically, using theories and models to solve problems.

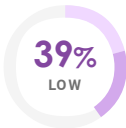
## Practical



You have a preference to focus on direct, real-world consequences in making decisions and choices.

# How You Engage with Others

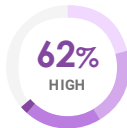
## Extraverted



You tend to be moderately social and outgoing, with a tendency to be more cautious than adventurous in the activities you like to participate in.

Gregarious	45%
Engaging	51%
Adventurous	26%

## Tough



You are willing to debate and fight for your ideas, tend to be straightforward and direct rather than diplomatic and subtle in your style, and generally willing to share critical feedback openly.

Feisty	70%
Critical	43%
Direct	69%

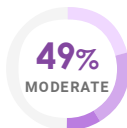
## Nurturing



You tend to be sensitive to others' needs and feelings in the moment, with less of an interest in deeply observing and understanding their personal behaviors, tendencies, and stories.

Helpful	53%
Empathetic	66%
Person-Oriented	35%

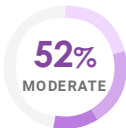
## Leadership



You tend to lead through setting clear objectives and holding yourself and others to high standards of performance rather than through motivation and inspiration.

Taking Charge	56%
Inspiring	30%
Demanding	62%

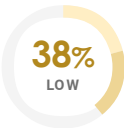
## Humorous



You have a moderate preference and appreciation for humor, being light-hearted and not taking matters too seriously.

# How You **Apply** Yourself

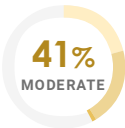
## Composed



You may get frustrated easily or experience worry or self-doubt, though do your best to keep emotions under control in challenging situations.

<b>Calm</b>	<b>36%</b>
<b>Confident</b>	<b>38%</b>
<b>Poised</b>	<b>44%</b>

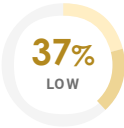
## Autonomous



You have a desire for more clarity and direction when achieving tasks and goals, though tend to be driven by your own internal motivations in work and life, and generally believe that success and failure are attributable to factors within your control (e.g., hard work and effort).

<b>Independent</b>	<b>23%</b>
<b>Self-Accountable</b>	<b>48%</b>
<b>Internally Motivated</b>	<b>62%</b>

## Flexible



You may prefer environments with less change and uncertainty, have a moderate inclination to vary the roles you play depending on the circumstances, or focus on personal development as a top priority.

<b>Adaptable</b>	<b>28%</b>
<b>Agile</b>	<b>42%</b>
<b>Growth-Seeking</b>	<b>55%</b>

## Determined



You tend to push through with resolve to finish what you start, with a general inclination to seize new opportunities and prioritize achieving the goals and objectives you set.

<b>Persistent</b>	<b>81%</b>
<b>Driven</b>	<b>50%</b>
<b>Proactive</b>	<b>47%</b>

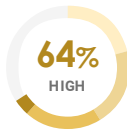
**Humble**



You like to explore different perspectives to understand where you might be wrong, are receptive to critical feedback, and moderately inclined to value modesty in your and others' behavior.

<b>Receptive to Criticism</b>	<b>61%</b>
<b>Open-Minded</b>	<b>69%</b>
<b>Modest</b>	<b>46%</b>

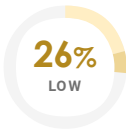
**Energetic**



You have high levels of stamina, enthusiasm, and energy in work and life.

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**Status-Seeking**



You tend to be comfortable with your station in life, content to be who you are, and not worry much about others' impressions of you.

# How you respond in different situations:

Now that you've reviewed your detailed results, "You" in Context gives insight into how the combination of your attributes may play out in a variety of work and life situations

## When interacting with others, you...

- ...Prefer to spend more time alone, and prefer not to stand out when engaging socially
- ...Are moderately inclined to be joyful and lighthearted, but know when things need to be taken seriously
- ...Are willing to speak your mind and make an effort to convey that it comes from a place of care
- ...Won't sugarcoat critiques, but try to make it clear that you care
- ...Despite your efforts, may be perceived as more tough than compassionate

## As a leader, you...

- ...Are willing to debate and defend your beliefs
- ...Are generally willing to call out underperformers
- ...Rely on rules and standard operating procedures when directing others
- ...Take feedback and direction from others with an open mind
- ...Believe acknowledging your and other people's strengths and weaknesses is part of being a good leader
- ...Influence others more subtly, offering direction when asked
- ...Assert yourself when necessary, even though it's not always natural to you

## When planning, you...

- ...Favor stability and predictability and orchestrate plans to withstand change
- ...Believe changes in strategy should only be made when contingency plans are in place
- ...Drive hard toward clear, specific goals
- ...Like to identify precisely what's needed to achieve goals
- ...Operate best with a well-structured and fleshed-out plan to track progress against
- ...Track progress diligently against targets
- ...Make a strong effort to complete tasks early
- ...Can generally anchor to higher-level strategies, and like to flesh them out

## When solving problems, you...

- ...Gravitate toward more traditional methods and ideas rather than innovative ones, but are open-minded to other ways of thinking
- ...Are quick to put structure and precision around vague ideas
- ...Like to rely on established guidance and tested methods
- ...Rely on past experience as a guide
- ...Don't take unnecessary risks
- ...Generally take a structured and systematic approach



## When setting goals, you...

- ...Set practical and realistic targets and push through to achieve them
- ...Don't have a strong preference between setting your own goals or taking direction from others
- ...Move forward with focus and determination, though may not adapt quickly enough when goals demand flexibility

## On a team, you...

- ...Are willing to express opinions directly, though may be not be the first to dive into the conversation
- ...Are more comfortable working on your own, but help and support others when called upon
- ...Set high goals and push back on any attempts to lower the bar
- ...Care about the team's success as well as your own
- ...May perceive more emergent personalities as disorganized, while they might perceive you as a bit rigid

## Under stress, you...

- ...Gravitate toward stability and predictability to keep you centered
- ...Can get more reactive and emotional in situations with more ambiguity and uncertainty
- ...Find value in reaching out to others for advice and guidance
- ...Could benefit, in your desire to accomplish ambitious goals, from working on maintaining your equanimity (e.g., via meditation or other techniques)
- ...May tend to retreat into your own head
- ...May be less expressive, so others may perceive you as calm, even if you are experiencing things strongly under the surface

## When learning, you...

- ...Prefer an organized curriculum and following a clear schedule
- ...Take your deadlines and commitments seriously
- ...Like to reflect and hear other perspectives before speaking up yourself
- ...Can engage in a mix of subjects, both practical and abstract
- ...Like to study in peace and quiet where you can focus
- ...Like to watch, read, and write
- ...Are interested in applying tested methods using concrete knowledge and skill
- ...Have good stamina and endurance