

Unit 6: Group Normalization & Peer Matching

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Unit 6: Group Normalization & Peer Matching

Module 1.5: Personality & Energy Profile | Discussion Forum

Unit Overview

This is a collaborative unit where you'll connect with other builders who share your **Builder Type** (or share axes with you).

The goal: **normalization through peer matching**.

When you see other people with similar wiring facing similar challenges, it normalizes your experience. You realize:

- "It's not just me."
- "It's not that I'm broken."
- "It's that I'm wired this way—and that's valid."

Learning Objectives

By participating in this discussion, you will:

1. Connect with builders who share your wiring
 2. Compare mismatch patterns and Operating Rules
 3. Normalize your wiring-based needs
 4. Build peer accountability for enforcing Operating Rules
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How This Works

Step 1: Post Your Builder Type Profile

In the discussion forum, share:

1. **Your Builder Type**

- Example: Structured Sprinter (Introverted, Autonomous)

2. **Your Four Axis Scores**

- Structure: 35 (Rigid)
- Stimulation: 38 (High)
- Social Energy: 12 (Introverted)
- Control: 36 (Autonomous)

3. **Your Top 3 Operating Rules**

4. **One Current Challenge** related to your wiring

Example Post:

Builder Type: Fluid Steady (Extroverted, Guided)

Scores:

- Structure: 16 (Fluid)
- Stimulation: 14 (Low)
- Social Energy: 34 (Extroverted)
- Control: 18 (Guided)

My Top 3 Operating Rules:

1. I will not commit to fixed schedules that can't be adjusted
2. I will seek collaboration and co-working when I need it
3. I will find a mentor for major decisions

Current Challenge:

I'm struggling to find work that's flexible AND social. Most remote work is isolating, and most in-person work is rigid.

Step 2: Find Your Peer Matches

Look for posts from builders who share at least 2 of your 4 axes.

You're looking for:

- Same primary type (e.g., both Fluid Steadies)
- OR shared axes (e.g., both Introverted, or both High-Stim)

Don't worry about finding exact matches. Shared wiring is enough for normalization.

Step 3: Engage with Peer Matches

Reply to at least 2 people who share your wiring:

1. Affirm their Operating Rules

"Yes! I also protect solo work time. It's not antisocial—it's how we're wired."

2. Share similar mismatch experiences

"I've also felt trapped in rigid environments. It's not that we're undisciplined—we need flexibility to function."

3. Normalize their challenges

"That's not just you—that's Fluid wiring. Fixed schedules feel like cages to us."

4. Offer peer accountability

"Let's hold each other accountable to our Operating Rules. DM me if you need a reminder."

Discussion Prompts

Prompt 1: What does mismatch feel like for your wiring?

Describe what it feels like when you're in an environment that doesn't fit your Builder Type.

Examples:

Structured Sprinter:

"Mismatch feels like chaos with no foundation. I'm anxious all the time because there's no structure, but I'm also bored because there's no intensity. It's the worst of both worlds."

Fluid Steady:

"Mismatch feels like being trapped and overwhelmed at the same time. Rigid schedules make me feel caged, and high-pressure deadlines make me burn out."

Prompt 2: What's one Operating Rule you're struggling to enforce?

Share an Operating Rule you know you need but find hard to enforce—and why.

Examples:

Introverted builder:

"I know I need to protect solo work time, but I keep saying yes to meetings because I feel guilty. How do other Introverted builders enforce this without feeling selfish?"

Autonomous builder:

"I know I need full control over my decisions, but I keep asking for permission because I don't want to seem difficult. How do other Autonomous builders own their decisions without guilt?"

Prompt 3: What does sustainable building look like for your Builder Type?

Describe what sustainable building looks like given your specific wiring.

Examples:

Structured Sprinter (Introverted, Autonomous):

"Sustainable building means clear systems with intense sprints, solo deep work time, and full control over my decisions. I need structure that enables speed, not bureaucracy."

Fluid Steady (Extroverted, Guided):

"Sustainable building means working flexibly at a calm pace, with regular collaboration and clear direction. I need variety without urgency, and people without pressure."

Engagement Requirements

1. **Post your Builder Type profile** (type, scores, Operating Rules, current challenge)
 2. **Reply to at least 2 peer matches** (people who share at least 2 of your axes)
 3. **Normalize, don't fix.** This is about affirming and witnessing, not giving advice
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Examples of Normalizing Language

For Rigid builders:

"Needing clear systems isn't rigid—it's how you function best. Structure enables action for you. That's not a weakness."

For Fluid builders:

"Needing flexibility isn't lack of discipline—it's how you're wired. Fixed routines feel like cages to you. That's valid."

For High-Stim builders:

"Needing intensity isn't chaos addiction—it's how you stay engaged. Boredom is painful for you. That's your wiring."

For Low-Stim builders:

"Needing calm isn't weakness—it's how you do deep work. Constant pressure burns you out. That's not failure."

For Introverted builders:

"Needing solo time isn't antisocial—it's how you recharge. Social demands drain you. That's not a flaw."

For Extroverted builders:

"Needing people isn't codependence—it's how you energize. Isolation drains you. That's not neediness."

For Autonomous builders:

"Needing control isn't a control issue—it's how you function. Micromanagement stifles you. That's valid."

For Guided builders:

"Needing direction isn't weakness—it's how you thrive. Flying blind overwhelms you. That's not helplessness."

Tribe Role for This Unit

Normalizers

Your tribe's job is to normalize wiring-based needs.

When someone shares a challenge related to their wiring, you say:

- "That's not just you—that's your wiring"
- "You're not broken—you're mismatched"
- "Other [Builder Type] builders feel the same way"

This interrupts shame at the wiring level.

Facilitation Notes

For Facilitators: How to Run This Unit

1. Create type clusters

If your cohort is large enough, create breakout groups by Builder Type or shared axes.

2. Model normalization

When people share challenges, model normalizing language: "That's not a flaw—that's Fluid wiring. Let's design for it."

3. Redirect advice-giving

If people start giving unsolicited advice, redirect: "Let's focus on normalizing first. Advice can come later if they ask for it."

Why This Matters

When you realize other people with your wiring face the same challenges, shame dissipates.

You stop thinking:

- "I'm too rigid / too chaotic"
- "I'm too intense / too boring"
- "I'm too antisocial / too needy"
- "I'm too controlling / too dependent"

And you start thinking:

- "I'm Rigid—I need structure"
- "I'm High-Stim—I need intensity"
- "I'm Introverted—I need solo time"
- "I'm Autonomous—I need control"

Peer matching turns shame into design.



Builder Reminder: Your wiring is not a limitation—it's a design specification. Find your peer matches and normalize your needs together.