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You are most like **The Shaper**

Shapers visualize ambitious goals, set plans in place, and push through relentlessly to make them happen. They tend to be independent, original, driven, demanding, adaptable and at times impatient and single-minded.

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Typical Shapers dream big and unconventionally and have the determination and personal accountability to push through obstacles in their way. Their creativity and independent style drives them to the edge of rebelliousness and sometimes pushes them over it. They think that if they can clearly visualize a goal, they can achieve it; that is, it's within their complete control to succeed or fail. They're able to maintain conflicting thoughts simultaneously and evaluate them from different perspectives, navigating between the big picture and granular details. They're comfortable taking the lead and demanding high levels of performance from those who follow them.

Among other distinguishing characteristics is their ability to inspire people to get behind their vision. They relish having fierce debates with other equally strong-willed thinkers. They have no problem telling people what they really think, good, bad, and ugly. They make sure their vision perseveres over the doubts and opposition of others.

They are generally less interested in getting involved in people's feelings and emotions and may not go out of their way to help and support those people, but rather expect them to take care of their own needs. Their tenacious, uncompromising, and single-minded focus may lead to the neglect of some of their personal relationships. They can make sure that people don't react negatively to their unrelenting passion and drive for their vision by learning how to communicate and engage with people who are wired differently than them.

Shaper Talents

- Creating and achieving their vision and goals
- Developing mental maps of how things can and should be done
- Holding others accountable to high standards
- Shifting priorities and plans to accommodate changing demands
- Having big, lasting impact on the things that are important to them

Shaper Growth Needs

- Sensitivity to other people's feelings and needs
- Showing appreciation for other people's contributions
- Practicing patience and being in the present moment
- Giving space to others instead of micromanaging

You also have attributes of the **Inspirer** and the **Growth Seeker**



The Inspirer

Inspires lead through motivating people to get behind a challenging and important idea, project, or business objective. They tend to be motivating, engaging, supportive and leadership-oriented.



The Growth Seeker

Growth Seekers are defined by a deep passion for learning and personal growth and development. They tend to be curious, humble, open to new ideas and experiences, and adaptable.

Here are the archetypes you are least like



The Implementer

Implementers organize and structure people and processes to reliably execute tasks. They tend to be precise, reliable, results-oriented and more concrete and practical than philosophical.



The Individualist

Individualists walk to the beat of their own drum and find unique ways of expressing themselves and their originality. They tend to be creative, independent, expressive, perceptive and at times sensitive and dramatic.

How You Prefer to Think

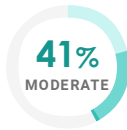
Creative



You favor original and innovative thinking and finding your own ways of doing things, while being less interested in new and unfamiliar experiences.

Original	73%
Curious	28%
Non-Conforming	77%

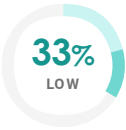
Deliberative



You tend to rely on intuition over logic, with a moderate preference to be methodical and strive for objectivity when reaching decisions and making choices.

Logical	31%
Systematic	51%
Impartial	46%

Detailed and Reliable



You tend to be reliable in meeting deadlines and commitments in a timely way, generally planful, though may be less precise and detail-focused.

Organized	45%
Detail-Oriented	5%
Dependable	86%

Conceptual



You have a 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

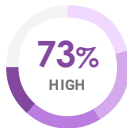
Extraverted



You tend to be engaging and outgoing, thrive at the epicenter of social activities, and are socially bold and adventurous.

Gregarious	74%
Engaging	69%
Adventurous	81%

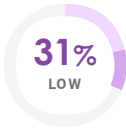
Tough



You tend to be willing to debate your and others' ideas, to say what you think, though may be less inclined to be openly critical of others.

Feisty	91%
Critical	32%
Direct	74%

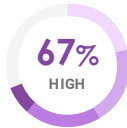
Nurturing



You tend to be less sensitive to and aware of people's feelings, behaviors, and tendencies in the moment, with a strong desire to prioritize and support others' needs.

Helpful	68%
Empathetic	30%
Person-Oriented	13%

Leadership



You are willing to take charge in groups and rally others around a common vision or goal, with a moderate inclination to direct others by setting clear objectives and standards, and ensuring they are met.

Taking Charge	75%
Inspiring	71%
Demanding	42%

Humorous



You tend to be more joyful and lighthearted than serious and intense.

How You **Apply** Yourself

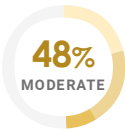
Composed



You tend to be resilient and not easily discouraged or bothered, though may lose composure when challenged or under pressure.

Calm	93%
Confident	96%
Poised	25%

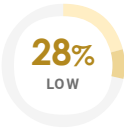
Autonomous



You tend to be self-motivated, hold yourself accountable to the outcomes you experience, though have a desire for more direction and clarity when achieving tasks and goals.

Independent	17%
Self-Accountable	66%
Internally Motivated	71%

Flexible



You tend to embrace change and uncertainty, yet tend to be consistent in who you are and the roles you play regardless of the circumstances, and tend to be less focused on making personal development through examining mistakes and weakness a top priority.

Adaptable	68%
Agile	8%
Growth-Seeking	39%

Determined



You work hard to go after ambitious goals, tend to take action to seize opportunities and solve problems you confront, though may be distractible and don't always push through to finish what you start.

Persistent	26%
Driven	89%
Proactive	89%

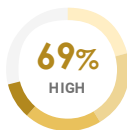
Humble



You like to explore different perspectives, are open to being wrong and receptive to critical feedback, while generally projecting self-confidence rather than modesty.

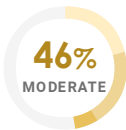
- Receptive to Criticism** 78%
- Open-Minded** 69%
- Modest** 16%

Energetic



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

Status-Seeking



You have a moderate preference to please, “keep up” appearances, be liked, admired, and respected.

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...

- ...Are outgoing, socially bold, and stand out in the crowd as unique and creative
- ...Tend to be fun, joyful, and lighthearted
- ...Speak your mind, even when it comes across as harsh
- ...May be less sensitive to and aware of the needs and feelings of others
- ...Tend to avoid getting deeply involved in other people's problems and issues

As a leader, you...

- ...Demand and hold others accountable for results
- ...Argue for your beliefs and say what you think
- ...Call out underperformers whenever justified
- ...Take initiative and instigate change
- ...Balance when to take direction from others and when to set your own
- ...Balance when to express vulnerability or confidence and certainty depending on the circumstance
- ...May struggle to know when to follow rather than lead

When planning, you...

- ...Favor stability and predictability, but may lean on others to provide the planning and structure to enable it
- ...Set ambitious goals, but may draw on others to do the planning required to implement them
- ...Have a strong desire to push things through that may compensate for your lack of organization and orderliness at times
- ...Don't get caught up in all the operational details associated with creating and executing plans
- ...Prefer to think about the big picture
- ...Approach planning and thinking in an unstructured and sometimes messy way

When solving problems, you...

- ...Gravitate toward new, innovative approaches
- ...Are generally comfortable finding solutions on your own
- ...May be distractible and can benefit from help keeping you on track
- ...Are fascinated when solutions aren't obvious
- ...Balance exploring new possibilities with the need to take decisive action

When setting goals, you...

- ...Strive beyond what's possible, or seems achievable to others
- ...Readily take initiative whether the goals are your own or set by others
- ...Move forward with focus and determination, though may not adapt quickly enough when goals demand flexibility

On a team, you...

- ...Voice your thoughts directly
- ...Enjoy a good debate, win, lose, or draw
- ...Are actively involved with the team, but don't always perceive when others need support
- ...Set high goals and push back on any attempts to lower the bar
- ...Do what's needed to achieve your goals, and expect others to do the same

Under stress, you...

- ...Generally remain calm, cool, and focused
- ...Find security by creating stability and predictability in your environment
- ...Can find value in turning to others for advice rather than going it alone
- ...Tend to be confident and resilient no matter how ambitiously you set your goals
- ...Tend to talk out your thinking and experiences

When learning, you...

- ...Like subjects that are analytical as well as those that are intuitive and subjective
- ...Prefer an adaptive outline and flexible schedule
- ...May lose interest when subjects get too specific
- ...Like engaging with others on new insights and ideas
- ...Generally like exploring new ideas and areas of interest
- ...Like subjects that are abstract and philosophical
- ...Like to participate in the discussion
- ...Are interested in creative topics where your curiosity and originality can thrive
- ...Have good stamina and endurance