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## You are most like The Thinker

Thinkers are inclined to approach problems in an abstract, philosophical fashion. They naturally seek the deeper meaning of issues that arise in their daily lives. They tend to be conceptual, independent, reflective and open-minded. At times they may be indecisive.

Thinkers know their mind is their greatest asset, and focus their intellect on anything that fascinates them in the world around them, naturally contemplating the deeper meaning of any experience or question they confront in work and life.

Typical Thinkers like to reason clearly and rationally about problems and solutions, and they particularly enjoy exploring problems and questions that aren't fully understood yet. The more abstract and complex, the more fascinated they can be. When facts and empirical data don't answer a question, they're comfortable bringing theories and models to bear. They strive to see things objectively and use critical analysis to find the best answers and come to the most accurate conclusions they can.

Other distinguishing characteristics include a genuine curiosity and comfort exploring the unknown. Discovering how and why things work can be more appealing than applying their insights to more practical ends. They tend to see the acquisition of knowledge as an ongoing process requiring both openness to new things and the ability to evaluate information logically and systematically. They may at times be more comfortable in the realm of ideas than in the world of people's feelings and emotions. As a result, they may find it difficult to work with people who are highly emotional and approach decisions less rationally or in a way they can't make sense of.

Thinkers may be prone to dive deeply into their latest interests, sometimes causing prior tasks or projects to go unfinished. Since they may tend to be very comfortable in the realm of ideas and possibilities, they may at times be slower to take decisive action. Being more independent, they prefer to be left to think and act on their own most of the time, without being directed or micromanaged by others.

### Thinker Talents

- Seeking deeper meaning
- Examining, contemplating, and understanding complex questions
- Striving for objectivity and impartiality in decision-making
- Openness to new ideas and perspectives

### Thinker Growth Needs

- Being decisive and not only staying in the realm of ideas and possibilities
- Following ideas and projects through to completion
- Recognizing the role of emotion, not just critical thinking, in decision-making
- Developing more effective interpersonal skills
- Recognizing that not everyone can think as deeply or quickly as them

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



### The Explorer

Explorers love to take in new knowledge and are drawn to new experiences through intrinsic motivations. They tend to be curious, open-minded, reflective and adaptable.

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### 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.

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Here are the archetypes you are least like.



### The Technician

Technicians are driven to break down, analyze and solve problems in a methodical and practical way. They tend to be precise, efficient, systematic and pragmatic.

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### 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.

# How You Prefer to Think

## Creative



You favor original and innovative thinking and finding your own ways of doing things, while being generally open to new and unfamiliar experiences.

<b>Original</b>	<b>73%</b>
<b>Curious</b>	<b>41%</b>
<b>Non-Conforming</b>	<b>81%</b>

## Deliberative



You rely on logic and strive for objectivity, but are more spontaneous than methodical and process-oriented when reaching decisions and making choices.

<b>Logical</b>	<b>77%</b>
<b>Systematic</b>	<b>37%</b>
<b>Impartial</b>	<b>87%</b>

## Detailed and Reliable



You tend to be less organized, neat and orderly, don't pay much attention to deadlines, and are generally less structured and focused on details.

<b>Organized</b>	<b>19%</b>
<b>Detail-Oriented</b>	<b>15%</b>
<b>Dependable</b>	<b>26%</b>

## Conceptual



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

## Practical



You tend to be less concerned with the direct, practical consequences or constraints of a given action as a key factor in decision-making, possibly favoring a more idealistic approach.

# How You Engage with Others

## Extraverted



You may prefer less social activity on the whole, with moderate comfort asserting yourself when in social situations, and a moderate inclination to be adventurous in the activities you like to participate in.

<b>Gregarious</b>	<b>36%</b>
<b>Engaging</b>	<b>55%</b>
<b>Adventurous</b>	<b>57%</b>

## Nurturing



You tend to be less sensitive and aware of people's needs, feelings, and tendencies.

<b>Helpful</b>	<b>39%</b>
<b>Empathetic</b>	<b>35%</b>
<b>Person-Oriented</b>	<b>28%</b>

## Humorous



You tend to be more serious than lighthearted.

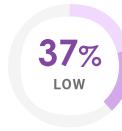
## Tough



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.

<b>Feisty</b>	<b>79%</b>
<b>Critical</b>	<b>37%</b>
<b>Direct</b>	<b>74%</b>

## Leadership



You are less inclined to assert control in groups or direct others by setting clear standards and objectives, with a moderate inclination to help motivate others to achieve shared goals.

<b>Taking Charge</b>	<b>26%</b>
<b>Inspiring</b>	<b>59%</b>
<b>Demanding</b>	<b>36%</b>

# How You Apply Yourself

## Composed



You tend to stay calm and keep your emotions under control, though may experience self-doubt in challenging situations.

Calm	80%
Confident	34%
Poised	79%

## Flexible



You may prefer environments with less change and ambiguity, and tend to focus less on making personal development through examining mistakes and weaknesses a top priority.

Adaptable	33%
Agile	49%
Growth-Seeking	26%

## Autonomous



You prefer to find and pursue your own motivations in work and life, are moderately inclined to take on tasks and goals independently, though tend not to believe that success or failure are most often attributable to factors within one's control.

Independent	49%
Self-Accountable	17%
Internally Motivated	78%

## Determined



You tend to take action to seize opportunities and solve problems you confront, though may be less inclined to prioritize pushing through to achieve the goals and objectives you set above all else.

Persistent	37%
Driven	34%
Proactive	60%

## Humble



You like to explore and understand perspectives different from your own, tend to be moderately receptive to critical feedback, though may value projecting self-confidence over modesty.

### Receptive to Criticism

**48%**

### Open-Minded

**95%**

### Modest

**20%**

## Energetic



You tend to be quickly drained of energy and enthusiasm, needing to recharge after activity.

## Status-Seeking



You have a 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...**

- ...Balance time spent alone and with groups
- ...Tend to be more serious than humorous 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...**

- ...Are straightforward and candid when expressing your view
- ...May more comfortably critique from the sidelines rather than take the lead yourself
- ...Love engaging in new ideas and ways of doing things, but may not always use them to drive change at the team level
- ...Balance when to take direction from others and when to set your own
- ...Assert yourself when necessary, but don't have a strong desire to direct or manage others

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### **When planning, you...**

- ...Favor stability and predictability, but may lean on others to provide the planning and structure to enable it
- ...Try to establish clear goals and objectives, but are less diligent in tracking progress against deadlines
- ...Care about pushing through but may benefit from an external forcing mechanism to get you there
- ...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
- ...Explore the unknown rationally
- ...Believe that the best outcomes are a result of combining imagination, logic, and rigor

## **When setting goals, you...**

- ...Like to pursue novel ideas and plans, though sometimes don't complete them
- ...Generally push through to results, though may be less comfortable if your goals require you to adapt quickly

## **On a team, you...**

- ...Are more straightforward than subtle, though don't need to be the first to share your view
- ...Are generally comfortable engaging with the team, but don't always perceive when others need support
- ...Confront challenges directly and push back on attempts to lower the bar
- ...Tend to avoid getting caught up in other people's emotions as you pursue team goals

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## **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

## **When learning, you...**

- ...Prefer topics that are logical and objective over those that are intuitive and subjective
- ...Generally like exploring new ideas and areas of interest
- ...Like subjects that are abstract and philosophical
- ...Are comfortable studying around people, but also need moments of peace and quiet
- ...Are interested in creative topics where your curiosity and originality can thrive
- ...Need mental breaks to recharge when you study