



Eric Steen

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You are most like **The Commander**

Commanders are driven to achieve goals through determination and holding themselves and others to high standards of performance. They tend to be driven and demanding leaders who are pragmatic and results-oriented.

Commanders have a unique set of characteristics that make them the perfect choice to oversee and direct complex systems and endeavors.

Typical Commanders are most characterized by their personal drive for excellence and a willingness to dive into leadership roles and push people to deliver their best performance for the good of the organization. They are comfortable taking charge and don't mind ruffling feathers if it serves the larger mission. Recognition or status are not as important as being competent and effective. They have little difficulty correcting people on their mistakes and tend not to worry too much about offending others. They can be counted on to stand up for what they believe in and readily engage in argument and debate. They tend to be more directive than participative in their leadership style, preferring to lead through setting and applying high standards rather than through emotional and interpersonal connection.

Other distinguishing characteristics include their high degree of self-confidence, their efficient and systematic nature, and their tendency to be responsible, self-accountable and disciplined in following through with their goals and commitments.

At times, their tough-minded approach to relating with people may cause conflict, and highly emotional people may wear them out. Commanders should be aware, however, that to achieve results they'll need the ability to manage different types of people. Though it may not feel natural, being aware of other people's emotional needs and expressing appreciation and care more overtly can help Commanders be more effective.

Commander Talents

- Setting the bar high on goals and expectations
- Achieving results
- Managing complex organizations and resources
- Maintaining discipline and order, and creating efficient systems

Commander Growth Needs

- Recognizing when to step back and let others lead
- Burning themselves out
- Being sensitive to other people's needs and feelings
- Giving praise, showing appreciation, and being open to new ways of doing things

You also have attributes of the **Quiet Leader** and the **Coach**



The Quiet Leader

Quiet Leaders focus on leading themselves and others through their open-mindedness and their equanimity in facing challenges - often leading as much through "taking in" as "putting out". They tend to be more reserved, reflective, both determined and humble, composed under pressure while also being inspiring and demanding leaders.



The Coach

Coaches regard self-growth, development and learning as a cornerstone of life and daily practices and they teach and model these as aspirations for others. They tend to be both demanding and caring, humble and resilient.

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.

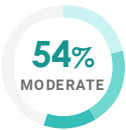


The Individualist

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

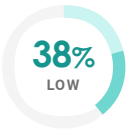
Creative



You are drawn toward creative thinking and enjoy new and unfamiliar experiences, though you may rely on established rules and traditions to guide you.

Original	84%
Curious	76%
Non-Conforming	11%

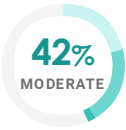
Deliberative



You are methodical and process-oriented, while relying on intuition over logic and analysis when reaching decisions and making choices.

Logical	25%
Systematic	66%
Impartial	32%

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	55%
Detail-Oriented	10%
Dependable	82%

Conceptual



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

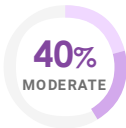
Practical



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

How You Engage with Others

Extraverted



You 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.

Gregarious	32%
Engaging	55%
Adventurous	41%

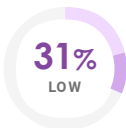
Tough



You are willing to fight for your ideas, tell people what you really think, and be frank with your views, including critical feedback.

Feisty	75%
Critical	81%
Direct	79%

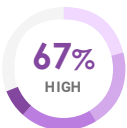
Nurturing



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	60%
Empathetic	30%
Person-Oriented	17%

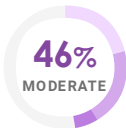
Leadership



You are willing to take charge in groups, set high standards of performance for others to meet, with a moderate inclination to lead through motivation and inspiration.

Taking Charge	66%
Inspiring	53%
Demanding	73%

Humorous



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

How You **Apply** Yourself

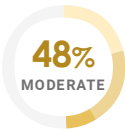
Composed



You tend to remain calm, confident, and controlled under stress or pressure.

Calm	75%
Confident	85%
Poised	96%

Autonomous



You tend to hold yourself accountable to the outcomes you experience, have a moderate inclination to operate independently without needing much direction or guidance, though may look to external factors—like rewards or recognition—to motivate you.

Independent	42%
Self-Accountable	88%
Internally Motivated	16%

Flexible



You tend to embrace change and uncertainty, are very interested in your own growth and development, and are generally able to vary the roles you play in different circumstances.

Adaptable	74%
Agile	49%
Growth-Seeking	86%

Determined



You work hard to go after ambitious goals, tend to take action to seize opportunities and solve problems you confront, and generally push through with resolve to finish what you start.

Persistent	53%
Driven	95%
Proactive	89%

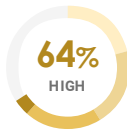
Humble



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.

- Receptive to Criticism** 67%
- Open-Minded** 82%
- Modest** 53%

Energetic



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

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...

- ...Balance time spent alone and with groups
- ...Are moderately inclined to be joyful and lighthearted, but know when things need to be taken seriously
- ...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
- ...Don't mind relying on existing standards and procedures, but are willing to find new ways to do things when needed
- ...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
- ...Can engage vocally, but also benefit from time to work things out in your own head

When planning, you...

- ...Excel at adapting and preparing for the unexpected
- ...Make an effort to put backup plans in place in case things go wrong
- ...Track progress made toward completion, but don't over worry if things don't go exactly as planned
- ...Use determination to overcome obstacles
- ...Think abstractly and conceptually

When solving problems, you...

- ...Like testing ideas and thinking with others
- ...Seek some structure and clarity as you approach finding solutions
- ...Work toward solutions more instinctively than analytically

When setting goals, you...

- ...Set ambitious targets and push through to completion
- ...Readily take initiative whether the goals are your own or set by others
- ...Are both goal-directed and flexible
- ...Face resistance and obstacles by adapting, improvising, and overcoming

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
- ...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...

- ...Remain calm, cool, and focused on what matters most
- ...Adapt to new experiences rather than avoid them
- ...Calmly turn mistakes into self-growth and learning rather than let them get you down
- ...Tend to be confident and resilient no matter how ambitiously you set your goals

When learning, you...

- ...Prefer topics that are subjective and intuitive over those that are highly analytical
- ...Like to engage with new and different perspectives
- ...Tend not to show off or overstate what you know
- ...Like subjects that are abstract and philosophical
- ...Are comfortable studying around people, but also need moments of peace and quiet
- ...Have good stamina and endurance