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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 **Inventor** and the **Quiet Leader**



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.



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.

How You Prefer to Think

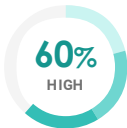
Creative



You heavily favor creative thinking, have a comfort with the unknown, think independently, and find your own way of doing things.

Original	99%
Curious	91%
Non-Conforming	99%

Deliberative



You strive for objectivity and impartiality while being more spontaneous than methodical and process-oriented when reaching decisions and making choices.

Logical	49%
Systematic	35%
Impartial	83%

Detailed and Reliable



You tend to be precise and detail-oriented, generally organized in work, though may be less concerned about meeting strict deadlines.

Organized	46%
Detail-Oriented	90%
Dependable	19%

Conceptual



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

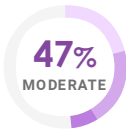
Practical



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 tend to prefer less social activity and to engage in more intimate settings, to stay out of the social spotlight, with a tendency to be more adventurous than cautious in the activities you like to participate in.

Gregarious	16%
Engaging	26%
Adventurous	98%

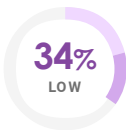
Tough



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

Feisty	96%
Critical	90%
Direct	91%

Nurturing



You tend to be less sensitive to and aware of people's feelings and needs in the moment, though are genuinely interested in understanding their behaviors, tendencies, and personal stories.

Helpful	24%
Empathetic	20%
Person-Oriented	78%

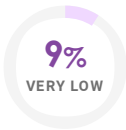
Leadership



You are driven to lead, have a desire to motivate people, and hold them to high standards of performance.

Taking Charge	91%
Inspiring	85%
Demanding	95%

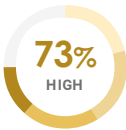
Humorous



You tend to be more serious than lighthearted.

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	79%
Confident	38%
Poised	92%

Autonomous



You are independent, self-motivated, and hold yourself accountable for outcomes you experience.

Independent	98%
Self-Accountable	80%
Internally Motivated	89%

Flexible



You tend to embrace change and uncertainty, and are versatile at shifting the roles you play in different circumstances, with less focus on making personal development through examining mistakes and weaknesses a top priority.

Adaptable	75%
Agile	96%
Growth-Seeking	22%

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	35%
Driven	97%
Proactive	85%

Humble



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

- Receptive to Criticism** 59%
- Open-Minded** 99%
- Modest** 83%

Energetic



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

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...

- ...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
- ...Like drawing out the thinking of others for input, but ultimately make your own calls
- ...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 to draw on other people's thinking to stress test your own ideas
- ...Explore a wide range of possibilities before deciding
- ...Are comfortable finding solutions without much direction or structure
- ...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
- ...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
- ...Prefer to go after your own goals rather than following 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
- ...Confidently believe that you can manage your stress without much support from others
- ...Tend to be confident and resilient no matter how ambitiously you set your goals

When learning, you...

- ...Generally prefer topics that are logical and objective over those that are intuitive and subjective
- ...Generally pay close attention to facts and data
- ...Like to engage with new and different perspectives
- ...Tend not to show off or overstate what you know
- ...Love exploring new areas of interest you don't yet know about
- ...Love a good brainstorm
- ...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
- ...Have good stamina and endurance