



Jan Reyes

October 24, 2023



You are most like **The Orchestrator**

Orchestrators excel at bringing people together, organizing around them, and mobilizing resources to achieve and exceed expectations. They tend to be planful, precise, engaging and people-oriented.

Orchestrators excel at bringing people together and mobilizing them to achieve and exceed expectations.

Typical Orchestrators use their preference for order, attention to detail, precision, and reliability to follow through with what they start, bringing people together to achieve desired strategies and goals in a synergistic way. They are skilled in connecting to people and understanding how their gifts and individual personalities can be best tapped into to align with the goals they're charged with meeting. They identify what makes people special and bring out their very best.

Other distinguishing characteristics include their drive to set ambitious goals and put in place systematic plans to achieve them. That means they methodically gather and evaluate relevant information, facts, and data and organize it into good plans, and then push through to ensure those plans produce practical results.

They tend to gravitate toward efficient and reliable solutions and frameworks to solve problems. This may mean that people who are more unstructured and messy in their thinking style may frustrate them.

Whether it's planning a life event or solving a business problem, typical Orchestrators are relied on for their ability to bring people and resources to bear in a reliable and practical way to get things done.

Orchestrator Talents

- Organizing people and their diverse talents
- Being detailed, exacting, and precise
- Being ambitious and setting high standards for themselves and others
- Following through with their tasks and goals
- Seeing potential in people, as well as strengths and weaknesses

Orchestrator Growth Needs

- Appreciating the need to be an imperfectionist at times (rather than a perfectionist, which is more natural to them)
- Being at times too anchored to an existing plan, if circumstances require them to change and adapt
- Engaging others with more messy or more unstructured ways of thinking productively

You also have attributes of the **Commander** and the **Planner**



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.



The Planner

Planners are driven to put structure and systems around goals, translating ideas into practical and achievable plans. They tend to be planful, methodical and results-oriented.

Here are the archetypes you are least like



The Artisan

Artisans are driven to use their creativity to bring life to beautiful and well-crafted ideas. They tend to be imaginative, detail-oriented and attuned to their own and others' emotions.



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 have a willingness to think independently and do things your own way, an openness to new experiences and the unknown, and a moderate inclination towards original and innovative thinking.

Original	54%
Curious	99%
Non-Conforming	77%

Deliberative



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

Logical	99%
Systematic	99%
Impartial	99%

Detailed and Reliable



You tend to be orderly, planful, and detail-focused, as well as organized and reliable in meeting commitments and deadlines.

Organized	84%
Detail-Oriented	99%
Dependable	99%

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	66%
Engaging	95%
Adventurous	91%

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	97%
Critical	99%
Direct	99%

Nurturing



You have a strong desire to prioritize and support others' needs, are fascinated by their behaviors and tendencies, with moderate sensitivity to their emotions and feelings in the moment.

Helpful	68%
Empathetic	47%
Person-Oriented	82%

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	99%
Inspiring	99%
Demanding	42%

Humorous



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

How You **Apply** Yourself

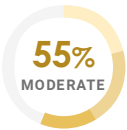
Composed



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

Calm	99%
Confident	73%
Poised	88%

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	10%
Self-Accountable	98%
Internally Motivated	62%

Flexible



You tend to embrace change and uncertainty, are versatile at shifting the roles you play in different circumstances, and are very interested in your own growth and development.

Adaptable	99%
Agile	96%
Growth-Seeking	86%

Determined



You ambitiously set goals and persevere through challenges, determined to do what is necessary to achieve them.

Persistent	94%
Driven	95%
Proactive	99%

Humble



You like to explore different perspectives and are open to being wrong, receptive to critical feedback in order to learn, and modest.

Receptive to Criticism	99%
Open-Minded	99%
Modest	65%

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...

- ...Are outgoing, socially bold, and stand out in the crowd as unique and creative
- ...Tend to be fun, joyful, and lighthearted
- ...Support others with empathy and compassion, while also trying not to sugarcoat your honest view of things
- ...Are willing to speak your mind, but are always aware of how others perceive it

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
- ...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
- ...May struggle to know when to follow rather than lead

When planning, you...

- ...Anticipate and plan for change by creating good contingency plans
- ...Find that change is best viewed as an opportunity to create more structure and clarity, not a problem to be avoided
- ...Drive hard toward clear, specific goals
- ...Like to identify precisely what's needed to achieve goals
- ...Operate best with a well-structured and fleshed-out plan to track progress against
- ...Track progress diligently against targets
- ...Make a strong effort to complete tasks early
- ...Translate big-picture strategies into detailed plans

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 quick to put structure and precision around vague ideas
- ...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
- ...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...

- ...Voice your thoughts directly
- ...Enjoy a good debate, win, lose, or draw
- ...Are comfortable sharing your feelings and encourage teammates to safely share their own thoughts and feelings
- ...Set high goals and push back on any attempts to lower the bar
- ...Think the best way to achieve challenging goals is to be mutually supportive and helpful

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
- ...Tend to talk out your thinking and experiences

When learning, you...

- ...Prefer topics that are logical and objective over those that are intuitive and subjective
- ...Pay very close attention to facts and data
- ...Prefer an organized curriculum and following a clear schedule
- ...Take your deadlines and commitments seriously
- ...May lose interest when subjects get theoretical
- ...Like to hear other people's insights and knowledge as much as you like to share your own
- ...Love exploring new areas of interest you don't yet know about
- ...Love a good brainstorm
- ...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