



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 **Coach** and the **Quiet Leader**



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.



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.

Here are the archetypes you are least like



The Helper

Helpers are driven by compassion and care for others, and support of their emotional needs. They tend to be empathetic, nurturing, generous and agreeable.



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

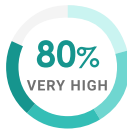
Creative



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

Original	99%
Curious	95%
Non-Conforming	88%

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	90%
Systematic	66%
Impartial	61%

Detailed and Reliable



You tend to be less organized and structured, though have a general desire to meet deadlines and commitments in a timely way, and can focus on details when required.

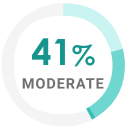
Organized	1%
Detail-Oriented	54%
Dependable	46%

Conceptual



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

Practical



You have a moderate 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	81%
Engaging	69%
Adventurous	72%

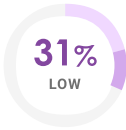
Tough



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

Feisty	86%
Critical	99%
Direct	94%

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	19%
Empathetic	21%
Person-Oriented	82%

Leadership



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

Taking Charge	88%
Inspiring	95%
Demanding	98%

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, with a general tendency to be resilient and confident under stress or pressure.

Calm	95%
Confident	49%
Poised	94%

Autonomous



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

Independent	75%
Self-Accountable	98%
Internally Motivated	71%

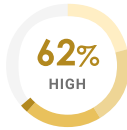
Flexible



You take some interest in your own personal growth and development, though you prefer environments with less change and uncertainty, and to be consistent in who you are and the roles you play regardless of the circumstances.

Adaptable	15%
Agile	8%
Growth-Seeking	47%

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	7%
Driven	97%
Proactive	73%

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.

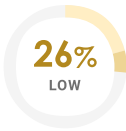
Receptive to Criticism	99%
Open-Minded	97%
Modest	46%

Energetic



You have average 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...

- ...Are outgoing, socially bold, and stand out in the crowd as unique and creative
- ...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
- ...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...

- ...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
- ...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
- ...Enjoy the synergy of working as a team, but are also willing to go your own way
- ...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
- ...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
- ...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
- ...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
- ...Can study for lengthy periods, but need mental breaks too