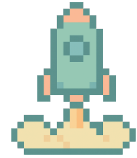


The Vanguard



Domain: Imperii

"We need to push through these obstacles and maintain momentum"

Team Role & Work Orientation:

You are a dynamic driver who pushes teams through challenges and maintains forward momentum. Naturally confronts problems head-on, challenges complacency, and ensures the team doesn't stall or lose focus.

Natural Strengths:

- Maintains urgency and drives results
- Confronts difficult issues others avoid
- Pushes team to higher performance levels
- Excellent in crisis situations
- Prevents stagnation and complacency

Potential Blindspots:

- May be too aggressive or impatient with team members
- Can create unnecessary conflict or tension
- Might push for action before adequate planning
- Tendency to overlook people's emotional needs
- May burn out themselves and others

Maximising Impact:

- Do: Channel drive toward the team's biggest priorities
- Do: Balance urgency with team member wellbeing
- Do: Recognise when to ease pressure vs. increase it
- Avoid: Creating a constantly high-stress environment
- Avoid: Pushing forward without considering different perspectives

High Collaboration Potential:

- The Forgemaster: Drive provides momentum for systematic implementation
- The Inspirer: Urgency combines with motivation for powerful results
- The Guardian: Pushes forward while Guardian manages risks

Potential Conflict:

- The Analyst: Urgency to act clashes with need for thorough analysis
- The Peacekeeper: Aggressive push conflicts with harmony maintenance
- The Shepherd: Task focus conflicts with people-first orientation

Domains

MENTIS

Processing information, generating insights, and providing expertise for informed decisions

The Mentis domain represents the cognitive powerhouse of teams. Individuals in this domain naturally gravitate toward analysing complex information, generating innovative solutions, and providing specialised expertise. They serve as the team's intellectual backbone, offering critical evaluation, breakthrough thinking, and deep knowledge that guides sound decision-making. Whether systematically evaluating options, creating novel approaches, or applying technical mastery, Mentis contributors ensure teams make informed choices based on insight rather than impulse.

IMPERII

Setting direction, driving change, and coordinating efforts toward strategic objectives

The Imperii domain embodies leadership and strategic influence within teams. These individuals naturally step forward to set direction, drive momentum, and coordinate collective efforts toward ambitious goals. They excel at navigating change, championing important causes, and ensuring teams maintain focus on strategic objectives. Whether through authoritative coordination, determined drive, adaptive exploration, or principled advocacy, Imperii contributors provide the leadership energy that transforms individual efforts into unified team achievement.

OPERIS

Implementing plans, ensuring quality, and systematically executing complex work

The Operis domain represents the execution engine that transforms ideas into reality. Individuals in this domain naturally focus on implementation, quality assurance, and systematic delivery of results. They excel at converting abstract concepts into concrete actions, maintaining high standards throughout the process, and coordinating complex operational workflows. Whether through methodical implementation, perfectionist attention to detail, or structured coordination, Operis contributors ensure teams deliver excellent outcomes reliably and efficiently.

FOEDERIS

Building relationships, supporting others, and facilitating collaborative team success

The Foederis domain embodies the relational and collaborative heart of teams. These individuals naturally prioritise relationship building, team support, and collective success over individual recognition. They excel at expanding networks, maintaining positive energy, resolving conflicts, protecting team interests, and nurturing individual growth. Whether through external connections, motivational support, diplomatic harmony, protective vigilance, or caring service, Foederis contributors create the social foundation that enables teams to function cohesively and sustainably.