

# The Guardian



## Domain: Foederis

*"I'll protect our team from risks and threats"*

### Team Role & Work Orientation:

You are a risk manager who identifies and protects against potential threats to team success. Naturally scans for dangers, prepares contingencies, and ensures team security and stability.

### Natural Strengths:

- Identifies risks and threats others might miss
- Excellent at contingency planning and preparation
- Provides stability and security for team members
- Maintains vigilance about potential problems
- Creates safe environment for team to operate

### Potential Blindspots:

- May be overly cautious and slow down progress
- Can focus too much on problems vs. opportunities
- Might create anxiety by overemphasising risks
- Tendency to resist change due to uncertainty
- May become overprotective and limit team growth

### Maximising Impact:

- Do: Balance risk awareness with calculated risk-taking
- Do: Frame risks in terms of probability and impact
- Do: Prepare contingencies without becoming paralysed
- Avoid: Becoming the team's source of constant worry
- Avoid: Blocking beneficial changes due to theoretical risks

### High Collaboration Potential:

- The Analyst: Risk assessment benefits from objective evaluation
- The Finisher: Quality focus aligns with risk prevention
- The Advocate: Both protect what matters most to the team

### Potential Conflict:

- The Pathfinder: Risk aversion conflicts with exploration and change
- The Innovator: Caution clashes with creative experimentation
- The Inspirer: Risk focus conflicts with optimistic energy

## **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.

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### **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.

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### **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.

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### **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.