

The Shepherd



Domain: Foederis

"I'll serve our team's needs and help everyone succeed"

Team Role & Work Orientation:

You are a service-oriented supporter who nurtures team success through dedicated care and assistance. Naturally puts team needs first, provides practical support, and ensures no team member is left behind.

Natural Strengths:

- Provides practical support when team members struggle
- Maintains team culture and shared values
- Excellent at anticipating and meeting team needs
- Creates sense of belonging and psychological safety
- Demonstrates loyalty and commitment to team success

Potential Blindspots:

- May neglect own needs while serving others
- Can enable poor performance by being too supportive
- Might avoid giving difficult feedback to maintain relationships
- Tendency to take on too much responsibility for others
- May struggle with setting appropriate boundaries

Maximising Impact:

- Do: Balance support with accountability for performance
- Do: Help team members develop independence
- Do: Take care of your own needs to avoid burnout
- Avoid: Enabling dependency rather than building capability
- Avoid: Sacrificing team results for individual comfort

High Collaboration Potential:

- The Peacekeeper: Both prioritise team harmony and member wellbeing
- The Inspirer: Service orientation enhances motivational support
- The Advocate: Both care deeply about serving others' success

Potential Conflict:

- The Vanguard: People-first focus conflicts with task-driven urgency
- The Analyst: Support orientation clashes with objective criticism
- The Commander: Service focus conflicts with directive leadership

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.