

# The Advocate



## Domain: Imperii

*"We need to champion what's right and drive meaningful change"*

### Team Role & Work Orientation:

You are a principled champion who drives teams toward higher purposes and meaningful impact. Naturally fights for important causes, maintains ethical standards, and ensures team actions align with values.

### Natural Strengths:

- Keeps team focused on meaningful, worthwhile goals
- Maintains high ethical and quality standards
- Motivates through connection to larger purpose
- Willing to take stands on important issues
- Brings passion and conviction to team efforts

### Potential Blindspots:

- May become rigid about principles vs. practical needs
- Can be seen as preachy or overly idealistic
- Might create conflict over values differences
- Tendency to take criticism of ideas personally
- May struggle with necessary compromises

### Maximising Impact:

- Do: Connect team work to broader organisational mission
- Do: Choose battles wisely - not every issue is worth fighting
- Do: Listen to different perspectives on complex issues
- Avoid: Becoming inflexible about methods while staying true to values
- Avoid: Alienating others through overly aggressive advocacy

### High Collaboration Potential:

- The Inspirer: Principled purpose enhances motivational energy
- The Shepherd: Both care deeply about serving others' wellbeing
- The Guardian: Shared commitment to protecting what matters

### Potential Conflict:

- The Commander: Principled positions clash with strategic pragmatism
- The Forgemaster: Idealistic goals conflict with practical constraints
- The Analyst: Passionate advocacy conflicts with objective evaluation

## **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.