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## You are most like **The Planner**

Planners are driven to put structure and systems around goals, translating ideas into practical and achievable plans. They tend to be planful, methodical and results-oriented.

A goal without a plan is like having a ship without a navigational system—you know where you want to go, but don't know how you're going to get there. Planners gather and translate data and information from available sources to develop focused plans that improve the likelihood of achieving goals and objectives.

Typical Planners have the ability to gather and evaluate relevant information, facts, and data and organize it effectively. They work through information and data systematically to make sure it falls into proper order. They don't necessarily mind being directed to goals and objectives that their plans work toward, rather than being the one responsible for putting them in place.

Other distinguishing characteristics include setting ambitious goals and tenaciously pursuing them until they're accomplished. They think through things in a structured and methodical way. They are good at getting ahead of events so that they're ready with a plan before it's needed, minimizing risk and uncertainty. They apply logic and practicality so that plans have a high probability of success. They tend to be less inclined to spend too much effort seeking new, unconventional methods if tried and true ones can work.

While they take initiative and are likely strong executors themselves, the key to taking on more responsibility lies in managing others to implement plans for them. Some Planners may be less inclined towards people management, while others may be more. In any case, seeking out and learning to engage productively with others who are different than themselves—be it more emergent and less organized, or more people-oriented—will serve them well in the long run.

### **Planner Talents**

- Taking direction and seeing the future with a balanced sensibility for how things really work
- Collecting and making sense of numerous data points and information
- Developing, adjusting, and creating backup plans
- Applying reason and practicality to decisions and choices
- Developing precise schedules and timelines
- Reliable execution

### **Planner Growth Needs**

- Being patient with people who are less organized and diligent than them
- Recognizing that perfection is difficult and can be stressful to achieve
- Understanding that the impact of emotions on their plans can't be perfectly accounted for
- Staying flexible and not overly rigid; things don't always go as planned

You also have attributes of the **Strategist** and the **Orchestrator**



### The Strategist

Strategists are adept at generating and translating concepts and ideas into effective strategies to achieve results. They tend to be both conceptual and structured thinkers, curious and open-minded, while also being reliable and pragmatic.

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### The Orchestrator

Orchestrators excel at bringing people together, organizing around them, and mobilizing resources to achieve and exceed expectations. They tend to be planful, precise, engaging and people-oriented.

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Here are the archetypes you are least like



### The Thinker

Thinkers are inclined to approach problems in an abstract, philosophical fashion. They naturally seek the deeper meaning of issues that arise in their daily lives. They tend to be conceptual, independent, reflective and open-minded. At times they may be indecisive.

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### The Individualist

Individualists walk to the beat of their own drum and find unique ways of expressing themselves and their originality. They tend to be creative, independent, expressive, perceptive and at times sensitive and dramatic.

# How You Prefer to Think

## Creative



You are drawn toward creative thinking and enjoy new and unfamiliar experiences, though you may rely on established rules and traditions to guide you.

Original	79%
Curious	63%
Non-Conforming	37%

## Deliberative



You tend to be methodical and process-oriented, and strive for objectivity and impartiality when reaching decisions and making choices.

Logical	52%
Systematic	72%
Impartial	69%

## Detailed and Reliable



You tend to be orderly, planful, and detail-focused, as well as organized and reliable in meeting commitments and deadlines.

Organized	80%
Detail-Oriented	71%
Dependable	86%

## Conceptual



You have a preference for straightforward, concrete thinking over abstract and philosophical thinking.

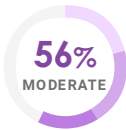
## Practical



You have a preference to focus on direct, real-world consequences in making decisions and choices.

# How You Engage with Others

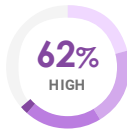
## Extraverted



You like being in the social spotlight and entertaining others, and are generally at ease engaging socially.

Gregarious	49%
Engaging	60%
Adventurous	57%

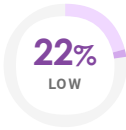
## Tough



You tend to be straightforward and direct in expressing your views, including criticisms, though generally seek cooperation and compromise over open debate and disagreement.

Feisty	22%
Critical	88%
Direct	69%

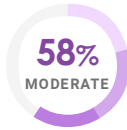
## Nurturing



You tend to be less sensitive to and aware of people's feelings, behaviors, and tendencies in the moment, with a strong desire to prioritize and support others' needs.

Helpful	75%
Empathetic	15%
Person-Oriented	7%

## Leadership



You are willing to take charge in groups and bring the team together around a common goal, though have less inclination to direct others through setting clear standards and applying pressure to see them met.

Taking Charge	79%
Inspiring	59%
Demanding	24%

## Humorous



You tend to be more joyful and lighthearted than serious and intense.

# How You **Apply** Yourself

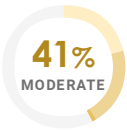
## Composed



You tend to remain calm, confident, and controlled under stress or pressure.

<b>Calm</b>	<b>83%</b>
<b>Confident</b>	<b>82%</b>
<b>Poised</b>	<b>88%</b>

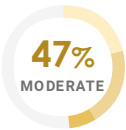
## Autonomous



You have a preference for more clarity and direction when achieving tasks and goals, with a moderate inclination to find your own internal motivations in work and life, and to believe that success and failure are largely attributable to factors within one's control.

<b>Independent</b>	<b>23%</b>
<b>Self-Accountable</b>	<b>57%</b>
<b>Internally Motivated</b>	<b>52%</b>

## Flexible



You tend to embrace change and uncertainty, are interested in your own personal growth and development, but prefer to be consistent in who you are and the roles you play regardless of the circumstances.

<b>Adaptable</b>	<b>68%</b>
<b>Agile</b>	<b>10%</b>
<b>Growth-Seeking</b>	<b>75%</b>

## Determined



You ambitiously set goals and persevere through challenges, determined to do what is necessary to achieve them.

<b>Persistent</b>	<b>92%</b>
<b>Driven</b>	<b>71%</b>
<b>Proactive</b>	<b>79%</b>

**Humble**



You like to explore different perspectives, are open to being wrong and receptive to critical feedback, while generally projecting self-confidence rather than modesty.

<b>Receptive to Criticism</b>	<b>90%</b>
<b>Open-Minded</b>	<b>76%</b>
<b>Modest</b>	<b>20%</b>

**Energetic**



You have high levels of stamina, enthusiasm, and energy in work and life.

**Status-Seeking**



You have a preference to please, “keep up” appearances, be liked, admired, and respected.

# 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...

- ...Balance time spent alone and with groups
- ...Tend to be fun, joyful, 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...

- ...Are willing to debate and defend your beliefs
- ...Are generally willing to call out underperformers
- ...Use your creativity to lead and motivate others
- ...Take feedback and direction from others with an open mind
- ...Believe acknowledging your and other people's strengths and weaknesses is part of being a good leader
- ...Balance when to lead and when not to

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## When planning, you...

- ...Anticipate change by creating contingency plans
- ...See good organization and structure as an important way to control for change
- ...Drive hard toward clear, specific goals
- ...Like to identify precisely what's needed to achieve goals
- ...Operate best with a well-structured and fleshed-out plan to track progress against
- ...Track progress diligently against targets
- ...Make a strong effort to complete tasks early
- ...Think more concretely and literally
- ...Create plans by scheduling, mapping out details, and being neat and orderly

## 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 quick to put structure and precision around vague ideas
- ...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
- ...Don't have a strong preference between setting your own goals or taking direction from others
- ...Overcome challenges with determination

## On a team, you...

- ...Are more straightforward than subtle, though don't need to be the first to share your view
- ...Are generally comfortable engaging with the team, but don't always perceive when others need support
- ...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

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## Under stress, you...

- ...Generally remain cool, calm, and focused
- ...Calmly turn mistakes into self-growth and learning rather than let them get you down
- ...Tend to be confident and resilient no matter how ambitiously you set your goals

## When learning, you...

- ...Prefer topics that are logical and objective over those that are intuitive and subjective
- ...Pay very close attention to facts and data
- ...Prefer an organized curriculum and following a clear schedule
- ...Take your deadlines and commitments seriously
- ...May lose interest when subjects get theoretical
- ...Like to engage with new and different perspectives
- ...Tend not to show off or overstate what you know
- ...Love exploring new areas of interest you don't yet know about
- ...Love a good brainstorm
- ...Like subjects that are straightforward, technical, and practical
- ...Are comfortable studying around people, but also need moments of peace and quiet
- ...Are interested in creative topics where your curiosity and originality can thrive
- ...Have good stamina and endurance