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You are most 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.

Thinkers know their mind is their greatest asset, and focus their intellect on anything that fascinates them in the world around them, naturally contemplating the deeper meaning of any experience or question they confront in work and life.

Typical Thinkers like to reason clearly and rationally about problems and solutions, and they particularly enjoy exploring problems and questions that aren't fully understood yet. The more abstract and complex, the more fascinated they can be. When facts and empirical data don't answer a question, they're comfortable bringing theories and models to bear. They strive to see things objectively and use critical analysis to find the best answers and come to the most accurate conclusions they can.

Other distinguishing characteristics include a genuine curiosity and comfort exploring the unknown. Discovering how and why things work can be more appealing than applying their insights to more practical ends. They tend to see the acquisition of knowledge as an ongoing process requiring both openness to new things and the ability to evaluate information logically and systematically. They may at times be more comfortable in the realm of ideas than in the world of people's feelings and emotions. As a result, they may find it difficult to work with people who are highly emotional and approach decisions less rationally or in a ways they can't make sense of.

Thinkers may be prone to dive deeply into their latest interests, sometimes causing prior tasks or projects to go unfinished. Since they may tend to be very comfortable in the realm of ideas and possibilities, they may at times be slower to take decisive action. Being more independent, they prefer to be left to think and act on their own most of the time, without being directed or micromanaged by others.

Thinker Talents

- Seeking deeper meaning
- Examining, contemplating, and understanding complex questions
- Striving for objectivity and impartiality in decision-making
- Openness to new ideas and perspectives

Thinker Growth Needs

- Being decisive and not only staying in the realm of ideas and possibilities
- Following ideas and projects through to completion
- Recognizing the role of emotion, not just critical thinking, in decision-making
- Developing more effective interpersonal skills
- Recognizing that not everyone can think as deeply or quickly as them

You also have attributes of the **Coach** and the **Growth Seeker**



The Coach

Coaches regard self-growth, development and learning as a cornerstone of life and daily practices and they teach and model these as aspirations for others. They tend to be both demanding and caring, humble and resilient.



The Growth Seeker

Growth Seekers are defined by a deep passion for learning and personal growth and development. They tend to be curious, humble, open to new ideas and experiences, and adaptable.

Here are the archetypes you are least like



The Technician

Technicians are driven to break down, analyze and solve problems in a methodical and practical way. They tend to be precise, efficient, systematic and pragmatic.



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 have a strong inclination towards original, innovative thinking, an openness to new and unfamiliar experiences, and a moderate willingness to deviate from established rules and traditions to do things your own way.

Original	66%
Curious	76%
Non-Conforming	48%

Deliberative



You strive for objectivity and impartiality, though you tend to rely on intuition over logic and analysis when reaching decisions and making choices.

Logical	38%
Systematic	58%
Impartial	97%

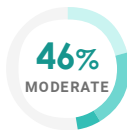
Detailed and Reliable



You tend to be less organized, neat and orderly, don't pay much attention to deadlines, and are generally less structured and focused on details.

Organized	39%
Detail-Oriented	21%
Dependable	1%

Conceptual



You have a moderate preference to think abstractly and philosophically, using theories and models to solve problems.

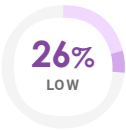
Practical



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

How You Engage with Others

Extraverted



You tend to prefer less social activity and to engage in more intimate settings, to stay out of the social spotlight, with a tendency to be more adventurous than cautious in the activities you like to participate in.

Gregarious	13%
Engaging	24%
Adventurous	62%

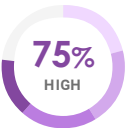
Tough



You are willing to offer critical feedback when warranted and moderately comfortable debating and fighting for your ideas, though tend to be more diplomatic than blunt in your style.

Feisty	42%
Critical	91%
Direct	35%

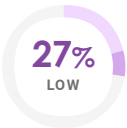
Nurturing



You have a strong desire to support others' needs, are in touch with people's emotions and feelings, and attuned to their behaviors and tendencies.

Helpful	68%
Empathetic	60%
Person-Oriented	82%

Leadership



You tend to be less inclined to take charge in groups or rally others through inspiration and motivation, though are comfortable setting clear standards of performance and ensuring you and others meet them.

Taking Charge	17%
Inspiring	18%
Demanding	73%

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.

Calm	87%
Confident	82%
Poised	88%

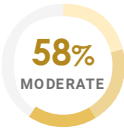
Autonomous



You have a preference for more clarity and direction when achieving tasks and goals, and tend to look to external factors—like rewards or recognition—to motivate you.

Independent	1%
Self-Accountable	57%
Internally Motivated	22%

Flexible



You tend to embrace change and uncertainty, and are versatile at shifting the roles you play in different circumstances, with less focus on making personal development through examining mistakes and weaknesses a top priority.

Adaptable	74%
Agile	69%
Growth-Seeking	20%

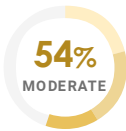
Determined



You may be less inclined to prioritize achieving the goals and objectives you set above all else, with a moderate inclination to take quick action to seize new opportunities and solve problems you confront.

Persistent	5%
Driven	22%
Proactive	47%

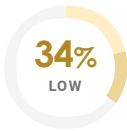
Humble



You like to explore and understand perspectives different from your own, tend to be moderately receptive to critical feedback, though may value projecting self-confidence over modesty.

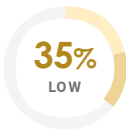
Receptive to Criticism	55%
Open-Minded	87%
Modest	20%

Energetic



You tend to be quickly drained of energy and enthusiasm, needing to recharge after activity.

Status-Seeking



You tend to be comfortable with your station in life, content to be who you are, and not worry much about others’ impressions of you.

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...

- ...Prefer to spend time with a small circle of close contacts
- ...Tend to be fun, joyful, and lighthearted
- ...Support others with empathy and compassion, while also trying not to sugarcoat your honest view of things
- ...Are willing to speak your mind, but are always aware of how others perceive it

As a leader, you...

- ...Are straightforward and candid when expressing your view
- ...May more comfortably critique from the sidelines rather than take the lead yourself
- ...Love engaging in new ideas and ways of doing things, but may not always use them to drive change at the team level
- ...Generally take direction and feedback from others well
- ...Prefer to stay behind the scenes

When planning, you...

- ...Are generally comfortable modifying tactics as things unfold
- ...Tend not to overplan up front, knowing change is expected
- ...May benefit from working with others who are more organized to ensure you push through and stay on track
- ...Are not bothered by close oversight and direction

When solving problems, you...

- ...Gravitate toward new, innovative approaches
- ...Prefer clear direction as you set out to solve problems, and can benefit from help keeping you on track
- ...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
- ...May prefer to explore possibilities over taking decisive action

When setting goals, you...

- ...Like to pursue novel ideas and plans, though don't always see them through to completion
- ...Appreciate clear direction from others
- ...May be more comfortable adapting to your circumstances, sometimes at the expense of maintaining focus on your goals

On a team, you...

- ...Are willing to express opinions directly, though may be not be the first to dive into the conversation
- ...Address issues with others privately and empathetically
- ...Tend to be a good listener
- ...Prefer clear tasks and expectations and to work by yourself rather than in groups
- ...Think that treating teammates well is as important as achieving goals

Under stress, you...

- ...Generally remain cool, calm, and focused
- ...Can find value in turning to others for advice rather than going it alone
- ...Keep your emotions close to your chest

When learning, you...

- ...Prefer topics that are logical and objective over those that are intuitive and subjective
- ...Like to read, analyze, and process before sharing ideas and conclusions
- ...Generally like exploring new ideas and areas of interest
- ...Can engage in a mix of subjects, both practical and abstract
- ...Like to study in peace and quiet where you can focus
- ...Like to watch, read, and write
- ...Are interested in creative topics where your curiosity and originality can thrive
- ...Need mental breaks to recharge when you study