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## You are most like **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.

Coaches are motivated by personal evolution, development, and learning for themselves and others and make it a cornerstone of their focus.

Typical Coaches possess a complex mix of characteristics that support their passion for learning and motivating others. Their strong inner faith and unflappable nature comes from a belief in themselves and a steadiness even in the most stressful situations. Their calm and collected style enables them to share the best of themselves with others when it's needed most. They possess the balanced quality of a giving and compassionate supporter who can offer hard-hitting and no-nonsense advice. Great Coaches exemplify tough love. They challenge themselves and others by establishing high standards, but offer support and nurturance when it's needed most.

Other distinguishing characteristics include passing along their strong belief that success and failure is based on hard work and a personal commitment to improve oneself, and that success is attributable to factors within people's control. They set the bar high on their own goals and help others do the same. They're typically open to receiving constructive feedback and use the insight to continue growing.

Taking people under their wings can be physically and emotionally exhausting. Coaches are givers who can be taken advantage of without being aware of it. Their authentic and sincere interest in people's lives can be very rewarding, but it can also be a heavy burden at times, so they need to be sure to find balance by focusing on themselves as well as connecting with others.

### **Coach Talents**

- Helping others learn and grow
- Balancing their compassionate and tough-minded approach
- Being more open to feedback that helps facilitate growth and evolution
- Being composed and optimistic, even in the face of difficult circumstances

### **Coach Growth Needs**

- Resisting the need to take on other people's problems as one's own
- Being patient when others don't implement or follow on advice
- Recognizing that not everyone wants help or needs to be fixed
- Making sure to leave time to pursue their own growth needs

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



### The Campaigner

Campaigners focus on rallying others around ideas, positions and solutions and achieving practical results. They tend to be ambitious, agile, inspiring, energetic and practical while at times being single-minded.



### The Orchestrator

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

Here are the archetypes you are least like.



### The Critic

Critics freely express their opinions and love debating different perspectives with others. They tend to be direct, assertive and logical, with high standards for themselves and others.

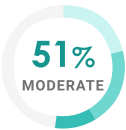


### The Individualist

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 are guided by established rules and routines, rather than deviating from tradition to do things your own way.

Original	89%
Curious	28%
Non-Conforming	31%

## Deliberative



You tend to be more spontaneous than methodical and process-oriented, with a moderate inclination to rely on logic and strive for objectivity when reaching decisions and making choices.

Logical	45%
Systematic	37%
Impartial	46%

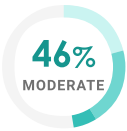
## Detailed and Reliable



You tend to be organized and orderly, able to focus on details as necessary, with less concern about meeting strict deadlines and commitments.

Organized	90%
Detail-Oriented	54%
Dependable	26%

## Conceptual



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

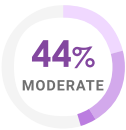
## Practical



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 be generally engaging, social, and outgoing, though may be more cautious than adventurous in the activities you like to participate in.

Gregarious	70%
Engaging	42%
Adventurous	21%

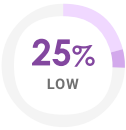
## Tough



You tend to be straightforward and direct in expressing your views, with a general willingness to debate ideas and perspectives, and offer critical feedback when warranted.

Feisty	42%
Critical	54%
Direct	83%

## Nurturing



You tend to be less sensitive to and aware of people's feelings, behaviors, and tendencies in the moment, with a moderate desire to prioritize supporting and tending to their needs.

Helpful	53%
Empathetic	18%
Person-Oriented	22%

## Leadership



You are willing to take charge in groups and rally others around a common vision or goal, with less inclination to direct others through setting clear standards and applying pressure to see them met.

Taking Charge	66%
Inspiring	76%
Demanding	30%

## Humorous



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

# How You Apply Yourself

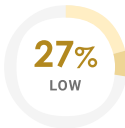
## Composed



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

Calm	87%
Confident	78%
Poised	79%

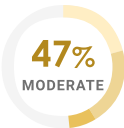
## Autonomous



You hold yourself accountable to the outcomes you experience and are generally self-motivated, though have a desire for more direction and clarity when achieving tasks and goals.

Independent	7%
Self-Accountable	66%
Internally Motivated	44%

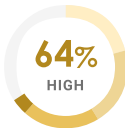
## Flexible



You tend to be versatile at shifting the roles you play in different circumstances, are moderately comfortable with change and ambiguity, although you may tend to focus less on making personal development through examining mistakes and weaknesses your top priority.

Adaptable	40%
Agile	69%
Growth-Seeking	33%

## Determined



You work hard to go after ambitious goals, tend to take action to seize opportunities and solve problems you confront, and generally push through with resolve to finish what you start.

Persistent	53%
Driven	61%
Proactive	73%

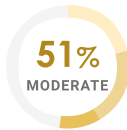
**Humble**



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

- Receptive to Criticism** 61%
- Open-Minded** 87%
- Modest** 13%

**Energetic**



You have average 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...

- ...Demand and hold others accountable for results
- ...Argue for your beliefs and say what you think
- ...Call out underperformers whenever justified
- ...Don't mind relying on existing standards and procedures, but are willing to find new ways to do things when needed
- ...Generally take direction and feedback from others well
- ...Balance when to express vulnerability or confidence and certainty depending on the circumstance
- ...Can engage vocally, but also benefit from time to work things out in your own head

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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
- ...Are not bothered by close oversight and direction
- ...Can generally anchor to higher-level strategies, and like to flesh them out

### When solving problems, you...

- ...Look for new solutions if necessary, but don't need to "reinvent the wheel" when traditional approaches work
- ...Operate best with concrete direction and clear expectations
- ...Like the security of a detailed plan
- ...Have a balanced preference between intuitive and analytical modes of thinking



## **When setting goals, you...**

- ...Set ambitious targets and push through to completion
- ...Prefer direction from others, but once established, are willing to take charge
- ...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
- ...Can find value in turning to others for advice rather than going it alone
- ...Tend to be confident and resilient no matter how ambitiously you set your goals

## **When learning, you...**

- ...Prefer an organized curriculum and following a clear schedule
- ...Take your deadlines and commitments seriously
- ...Can engage in a mix of subjects, both practical and abstract
- ...Are comfortable studying around people, but also need moments of peace and quiet
- ...Can study for lengthy periods, but need mental breaks too