



Nicolas Payen

October 29, 2024



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 **Growth Seeker** and the **Shaper**



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.



The Shaper

Shapers visualize ambitious goals, set plans in place, and push through relentlessly to make them happen. They tend to be independent, original, driven, demanding, adaptable and at times impatient and single-minded.

Here are the archetypes you are least like



The Implementer

Implementers organize and structure people and processes to reliably execute tasks. They tend to be precise, reliable, results-oriented and more concrete and practical than philosophical.

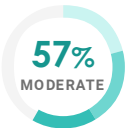


The Individualist

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	89%
Curious	87%
Non-Conforming	6%

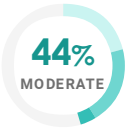
Deliberative



You heavily rely on logic and analysis, strive for objectivity, and are more methodical and process-oriented than spontaneous when reaching decisions and making choices.

Logical	72%
Systematic	72%
Impartial	87%

Detailed and Reliable



You tend to be reliable in meeting deadlines and commitments in a timely way, generally planful, though may be less precise and detail-focused.

Organized	50%
Detail-Oriented	21%
Dependable	70%

Conceptual



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

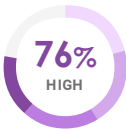
Practical



You tend to be less concerned with the direct, practical consequences or constraints of a given action as a key factor in decision-making, possibly favoring a more idealistic approach.

How You Engage with Others

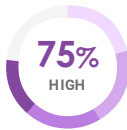
Extraverted



You tend to be engaging and outgoing, thrive at the epicenter of social activities, and are socially bold and adventurous.

Gregarious	86%
Engaging	60%
Adventurous	62%

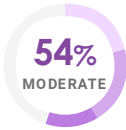
Tough



You tend to be straightforward and direct in expressing your views, including criticisms, with a moderate willingness to debate and disagree openly with others.

Feisty	54%
Critical	85%
Direct	74%

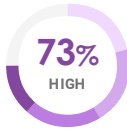
Nurturing



You are truly interested in people's behaviors and tendencies, have a moderate desire to prioritize tending to and supporting others' needs, while being less sensitive to and caught up in their emotions and feelings.

Helpful	46%
Empathetic	35%
Person-Oriented	82%

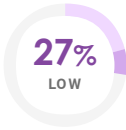
Leadership



You are willing to take charge in groups, set high standards of performance for others to meet, with a moderate inclination to lead through motivation and inspiration.

Taking Charge	61%
Inspiring	53%
Demanding	90%

Humorous



You tend to be more serious than lighthearted.

How You **Apply** Yourself

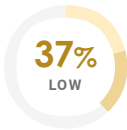
Composed



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

Calm	83%
Confident	82%
Poised	79%

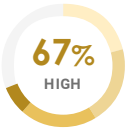
Autonomous



You tend to be able to operate independently without much guidance or direction, though may look to external factors—like rewards or recognition—to motivate you.

Independent	75%
Self-Accountable	26%
Internally Motivated	16%

Flexible



You tend to embrace change and uncertainty, are very interested in your own growth and development, and are generally able to vary the roles you play in different circumstances.

Adaptable	74%
Agile	42%
Growth-Seeking	69%

Determined



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

Persistent	84%
Driven	66%
Proactive	84%

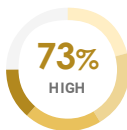
Humble



You like to explore different perspectives to understand where you might be wrong, are receptive to critical feedback, and moderately inclined to value modesty in your and others' behavior.

- Receptive to Criticism** 90%
- Open-Minded** 76%
- Modest** 46%

Energetic



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

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...

- ...Are socially engaged and comfortable in groups
- ...Tend to be more serious than humorous and lighthearted
- ...Are willing to speak your mind and make an effort to convey that it comes from a place of care
- ...Won't sugarcoat critiques, but try to make it clear that you care
- ...Despite your efforts, may be perceived as more tough than compassionate

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
- ...May be most effective when there are clear expectations for you and others
- ...Believe acknowledging your and other people's strengths and weaknesses is part of being a good leader
- ...May struggle to know when to follow rather than lead

When planning, you...

- ...Excel at adapting and preparing for the unexpected
- ...Make an effort to put backup plans in place in case things go wrong
- ...Track progress made toward completion, but don't over worry if things don't go exactly as planned
- ...Use determination to overcome obstacles
- ...Think abstractly and conceptually

When solving problems, you...

- ...Like testing ideas and thinking with others
- ...Don't mind being directed to solutions rather than finding them on your own
- ...Are comfortable with both structured and emergent modes of problem solving
- ...Trust systematic 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
- ...Are both goal-directed and flexible
- ...Face resistance and obstacles by adapting, improvising, and overcoming

On a team, you...

- ...Voice your thoughts directly
- ...Enjoy a good debate, win, lose, or draw
- ...Are socially engaged and participate actively
- ...Prefer working in a group rather than going your own way
- ...Set high goals and push back on any attempts to lower the bar
- ...Care about the team's success as well as your own

Under stress, you...

- ...Remain calm, cool, and focused on what matters most
- ...Adapt to new experiences rather than avoid them
- ...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
- ...Tend to talk out your thinking and experiences

When learning, you...

- ...Generally prefer topics that are logical and objective over those that are intuitive and subjective
- ...Generally pay close attention to facts and data
- ...Like to hear other people's insights and knowledge as much as you like to share your own
- ...Like subjects that are abstract and philosophical
- ...Like to participate in the discussion
- ...Have good stamina and endurance