



marcin jakubowski

October 12, 2021



You are most like **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.

Shapers visualize goals, set plans in place, and push through relentlessly to make them happen.

Typical Shapers dream big and unconventionally and have the determination and personal accountability to push through obstacles in their way. Their creativity and independent style drives them to the edge of rebelliousness and sometimes pushes them over it. They think that if they can clearly visualize a goal, they can achieve it; that is, it's within their complete control to succeed or fail. They're able to maintain conflicting thoughts simultaneously and evaluate them from different perspectives, navigating between the big picture and granular details. They're comfortable taking the lead and demanding high levels of performance from those who follow them.

Among other distinguishing characteristics is their ability to inspire people to get behind their vision. They relish having fierce debates with other equally strong-willed thinkers. They have no problem telling people what they really think, good, bad, and ugly. They make sure their vision perseveres over the doubts and opposition of others.

They are generally less interested in getting involved in people's feelings and emotions and may not go out of their way to help and support those people, but rather expect them to take care of their own needs. Their tenacious, uncompromising, and single-minded focus may lead to the neglect of some of their personal relationships. They can make sure that people don't react negatively to their unrelenting passion and drive for their vision by learning how to communicate and engage with people who are wired differently than them.

Shaper Talents

- Creating and achieving their vision and goals
- Developing mental maps of how things can and should be done
- Holding others accountable to high standards
- Shifting priorities and plans to accommodate changing demands
- Having big, lasting impact on the things that are important to them

Shaper Growth Needs

- Sensitivity to other people's feelings and needs
- Showing appreciation for other people's contributions
- Practicing patience and being in the present moment
- Giving space to others instead of micromanaging

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



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 Commander

Commanders are driven to achieve goals through determination and holding themselves and others to high standards of performance. They tend to be driven and demanding leaders who are pragmatic and results-oriented.

How You Prefer to Think

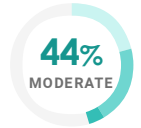
Creative



You heavily favor creative thinking, have a comfort with the unknown, think independently, and find your own way of doing things.

Original	99%
Curious	62%
Non-Conforming	99%

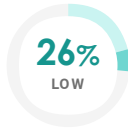
Deliberative



You are methodical and process-oriented, while relying on intuition over logic and analysis when reaching decisions and making choices.

Logical	29%
Systematic	71%
Impartial	38%

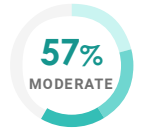
Detailed and Reliable



You tend to be less organized, neat, and detail-focused, with a strong desire to meet commitments and obligations in a reliable way.

Organized	35%
Detail-Oriented	7%
Dependable	66%

Conceptual



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

Practical



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

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	60%
Engaging	87%
Adventurous	99%

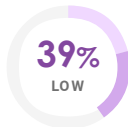
Tough



You are willing to fight for your ideas, tell people what you really think, and be frank with your views, including critical feedback.

Feisty	93%
Critical	95%
Direct	96%

Nurturing



You have a strong desire to prioritize and support others' needs, while being less interested in deeply observing their personal behaviors, quirks, and tendencies.

Helpful	68%
Empathetic	40%
Person-Oriented	17%

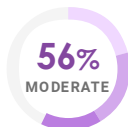
Leadership



You are driven to lead, have a desire to motivate people, and hold them to high standards of performance.

Taking Charge	95%
Inspiring	94%
Demanding	92%

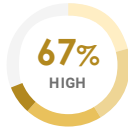
Humorous



You have a moderate preference and appreciation for humor, being light-hearted and not taking matters too seriously.

How You Apply Yourself

Composed



You tend to be resilient and keep your composure in challenging situations, even though you may be quick to feel frustrated or bothered internally.

- Calm** 25%
- Confident** 90%
- Poised** 78%

Autonomous



You are independent, self-motivated, and hold yourself accountable for outcomes you experience.

- Independent** 84%
- Self-Accountable** 97%
- Internally Motivated** 89%

Flexible



You tend to embrace change and uncertainty, are versatile at shifting the roles you play in different circumstances, and are very interested in your own growth and development.

- Adaptable** 99%
- Agile** 69%
- Growth-Seeking** 99%

Determined



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

- Persistent** 99%
- Driven** 77%
- Proactive** 99%

Humble



You like to explore different perspectives and are open to being wrong, receptive to critical feedback in order to learn, and modest.

Receptive to Criticism	99%
Open-Minded	95%
Modest	83%

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 outgoing, socially bold, and stand out in the crowd as unique and creative
- ...Are moderately inclined to be joyful and lighthearted, but know when things need to be taken seriously
- ...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
- ...Take initiative and instigate change
- ...Like drawing out the thinking of others for input, but ultimately make your own calls
- ...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...

- ...Anticipate and welcome change by reacting to it when it happens
- ...Think creating overly detailed plans in anticipation of change is futile
- ...Find intrigue in the unexpected and are comfortable changing tactics as events unfold
- ...Like to handle things as they come and don't mind if you end up in a different place than you set out
- ...Set ambitious goals, but may draw on others to do the planning required to implement them
- ...Have a strong desire to push things through that may compensate for your lack of organization and orderliness at times
- ...Don't get caught up in all the operational details associated with creating and executing plans

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 comfortable finding solutions without much direction or structure
- ...Are fascinated when solutions aren't obvious
- ...Balance exploring new possibilities with the need to take decisive action
- ...May be perceived as too emergent and spontaneous

When setting goals, you...

- ...Strive beyond what's possible, or seems achievable to others
- ...Prefer to go after your own goals rather than following others
- ...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 actively involved with the team, but don't always perceive when others need support
- ...Enjoy the synergy of working as a team, but are also willing to go your own way
- ...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
- ...May perceive others as overly rigid, while others may perceive you as too casual or spontaneous

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
- ...Confidently believe that you can manage your stress without much support from others
- ...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...

- ...Like subjects that are analytical as well as those that are intuitive and subjective
- ...Prefer an adaptive outline and flexible schedule
- ...May lose interest when subjects get too specific
- ...Like to hear other people's insights and knowledge as much as you like to share your own
- ...Love exploring new areas of interest you don't yet know about
- ...Love a good brainstorm
- ...Can engage in a mix of subjects, both practical and abstract
- ...Like to participate in the discussion
- ...Are interested in creative topics where your curiosity and originality can thrive
- ...Have good stamina and endurance