

Interpreting Your Results

Planner

Turns big ideas into step-by-step roadmaps.

Where to apply	Example
Business	Lead annual strategic-planning retreats; convert vision into measurable OKRs.
Your Job	Organize complex projects with Gantt charts and milestone trackers.
Daily Life	Map personal goals (fitness, finances) into weekly action steps.

Narrator

Makes concepts vivid through storytelling.

Where to apply	Example
Business	Craft brand narratives that resonate with customers and investors.
Your Job	Present data-heavy slides as engaging stories to keep teams aligned.
Daily Life	Explain complex topics (taxes, health plans) to friends or family in relatable terms.

Value-Driven

Anchors decisions in clear principles.

Where to apply	Example
Business	Embed values into mission statements and CSR initiatives.
Your Job	Use personal ethics to guide tough trade-offs (e.g., supplier selection).
Daily Life	Select purchases and time commitments that align with your core values.

Learner

Energized by mastering new topics.

Where to apply	Example
Business	Pilot emerging tech (AI, IoT) before competitors do.
Your Job	Earn micro-credentials or attend lunch-and-learns to stay current.
Daily Life	Set a “skill-a-month” challenge—e.g., language basics or photography.

Empathizer

Reads emotional cues and fosters trust.

Where to apply	Example
Business	Design customer-journey maps that address hidden pain points.

Your Job Mediate team conflicts by validating each side's feelings and concerns.

Daily Life Sense when friends need support and offer a listening ear.

Ideator

Generates a torrent of fresh possibilities.

Where to apply

Example

Business Facilitate ideation sessions for new product lines.

Your Job Propose alternative workflows that cut costs or time.

Daily Life Brainstorm creative weekend activities that fit any budget.

Initiator

Ignites momentum and rallies people.

Where to apply

Example

Business Champion change programmes—e.g., digital transformation.

Your Job Volunteer to kick off stalled initiatives.

Daily Life Organize neighborhood projects (cleanups, fundraisers).

Troubleshooter

Dissects problems calmly and restores systems.

Where to apply	Example
Business	Lead root-cause analyses after quality failures.
Your Job	Fix recurring IT or process glitches before they escalate.
Daily Life	Diagnose household issues (Wi-Fi, appliances) methodically.

Mentor

Uncovers and cultivates others' potential.

Where to apply	Example
Business	Build formal mentoring programmes to reduce turnover.
Your Job	Offer career-path coaching to junior colleagues.
Daily Life	Guide a family member through the college or job application process.

Self-Confident

Projects steady assurance amid setbacks.

Where to apply	Example
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Business	Pitch bold initiatives to investors with conviction.
Your Job	Negotiate resources or timelines without wavering.
Daily Life	Make decisive personal choices, such as house purchases and relocations.

Finisher

Drives tasks to closure.

Where to apply	Example
Business	Oversee end-to-end product launches to ensure on-time delivery.
Your Job	Close open tickets and document outcomes meticulously.
Daily Life	Finish personal projects (photo albums, renovations) instead of abandoning mid-stream.

Reflective

Thinks deeply before acting.

Where to apply	Example
Business	Conduct post-mortems to capture organisational learning.
Your Job	Pause to analyze data trends before recommending action.

Daily Life

Journal nightly to process your experiences and set intentions for the next day.

Influencer

Persuades groups toward clear objectives.

Where to apply

Example

Business

Lead stakeholder buy-in for mergers or partnerships.

Your Job

Advocate for policy changes during town-hall meetings.

Daily Life

Rally community support for local causes.

Harmonizer

Maintains cohesion and resolves conflict.

Where to apply

Example

Business

Facilitate cross-functional workshops to align priorities.

Your Job

De-escalate tensions between departments over resource clashes.

Daily Life

Keep family gatherings pleasant by steering conversations away from sensitive or contentious topics.

Analyzer

Dissects data to uncover insights.

Where to apply

Example

Business

Build dashboards that guide strategic decisions.

Your Job

Verify assumptions with evidence before green-lighting projects.

Daily Life

Track personal metrics (such as sleep and spending) to pinpoint areas for improvement.

Optimist

Keeps morale high by seeing possibilities.

Where to apply

Example

Business

Frame downturns as opportunities for innovation within the company.

Your Job

Encourage teammates after missed targets.

Daily Life

Reframe setbacks (such as car repairs and delayed flights) to prevent stress spirals.

Adaptable

Thrives amid shifting conditions.

Where to apply

Example

Business	Reallocate resources swiftly when markets pivot.
Your Job	Switch gracefully between projects as priorities change.
Daily Life	Adjust vacation plans smoothly if circumstances shift.

Competitor

Motivated by measurable improvement.

Where to apply	Example
Business	Benchmark against industry leaders to push performance.
Your Job	Set stretch KPIs and celebrate record-breaking wins.
Daily Life	Use fitness apps or gamified savings plans to outperform your previous best.

Concentrator

Enters a deep state of “flow” on priority tasks.

Where to apply	Example
Business	Handle high-stakes analysis requiring sustained attention.
Your Job	Block “focus sprints” on the calendar for complex deliverables.

Daily Life Dedicate uninterrupted slots for reading, crafts, or learning.

Time-Manager

Plans and schedules realistically, meeting deadlines.

Where to apply	Example
Business	Project management offices (PMO) are used to keep teams on track.
Your Job	Break deliverables into milestones and monitor progress daily.
Daily Life	Balance personal commitments by using shared calendars and alerts.