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## You are most like **The Inventor**

Inventors are driven by coming up with new and innovative ideas, products and solutions. They tend to be creative, open-minded, conceptual, spontaneous and at times disorganized and unstructured.

Inventors have high curiosity and creativity, which often leads them to develop new products and ideas.

Inventors typically possess a creative and original thinking style, a high degree of comfort with the unknown, and an attraction to the mysterious world that they don't fully understand yet. They're comfortable living in a chaotic and disorganized environment, and prefer trying things out, seeing how they work, and changing things on the fly as firsthand experience dictates. They don't care too much about what other people think about their tendency to shift focus because they're generally comfortable being who they are and love the mental excitement that new ideas stimulate within them.

Other distinguishing characteristics include a preference for cutting their own path and doing their own thing. They adjust easily to changes in circumstances and prefer to work without much guidance or direction from others. They generally catch on quickly to complex and abstract concepts.

They dig deep into the inner workings of their latest projects and are willing to roll up their sleeves and experiment with new ideas and ways of doing things. Their tendency to lose interest in more practical or routine aspects of the process may translate into spending too much time exploring possibilities versus bringing decisions to closure, and/or a tendency to miss important deadlines and target dates for completion.

### **Inventor Talents**

- Creating new products, ideas, theories, and services
- Fixing, building, and making things better
- Openness to new possibilities
- Willing to take risks to pursue new ideas
- Using intuition, curiosity, and ability to see unfulfilled needs
- Having unlimited energy and enthusiasm for new projects

### **Inventor Growth Needs**

- Balancing exploration of possibilities with making decisions in a timely and efficient way
- Taking care of more practical and routine matters
- Practicing patience with others who may not see what they are seeing
- Following through and completing projects

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



### 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.

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### The Explorer

Explorers love to take in new knowledge and are drawn to new experiences through intrinsic motivations. They tend to be curious, open-minded, reflective and adaptable.

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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.

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### 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.

# 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** 84%
- Curious** 87%
- Non-Conforming** 84%

## Deliberative



You show a balance between being logical and deliberate versus intuitive and spontaneous when reaching decisions and making choices.

- Logical** 52%
- Systematic** 51%
- Impartial** 46%

## Detailed and Reliable



You tend to be precise and detail-focused, while being more spontaneous and less scheduled and orderly in work and planning.

- Organized** 39%
- Detail-Oriented** 85%
- Dependable** 40%

## Conceptual



You have a 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.

<b>Gregarious</b>	<b>77%</b>
<b>Engaging</b>	<b>60%</b>
<b>Adventurous</b>	<b>62%</b>

## Tough



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

<b>Feisty</b>	<b>94%</b>
<b>Critical</b>	<b>81%</b>
<b>Direct</b>	<b>94%</b>

## Nurturing



You have a strong desire to prioritize and support others' needs, are fascinated by their behaviors and tendencies, with moderate sensitivity to their emotions and feelings in the moment.

<b>Helpful</b>	<b>92%</b>
<b>Empathetic</b>	<b>47%</b>
<b>Person-Oriented</b>	<b>87%</b>

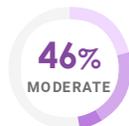
## Leadership



You have a desire to motivate people and hold them to high standards of performance, though may be less inclined to assert control or take charge in groups.

<b>Taking Charge</b>	<b>23%</b>
<b>Inspiring</b>	<b>76%</b>
<b>Demanding</b>	<b>68%</b>

## 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 may lose your composure or get frustrated easily, with a moderate inclination to maintain your resilience and keep from getting too discouraged in challenging situations.

- Calm** 28%
- Confident** 59%
- Poised** 21%

## Autonomous



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

- Independent** 63%
- Self-Accountable** 88%
- Internally Motivated** 95%

## Flexible



You have a low inclination to vary who you are and the role you play much regardless of the circumstance, are moderately comfortable with change and ambiguity, with a strong interest in your own growth and development.

- Adaptable** 54%
- Agile** 10%
- Growth-Seeking** 86%

## Determined



You tend to take quick action to seize new opportunities and solve problems you confront, generally push through to finish what you start, though may be less inclined to prioritize achievement above all else.

- Persistent** 59%
- Driven** 34%
- Proactive** 92%

## 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.

<b>Receptive to Criticism</b>	<b>61%</b>
<b>Open-Minded</b>	<b>87%</b>
<b>Modest</b>	<b>35%</b>

## Energetic



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

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## Status-Seeking



You have a moderate 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...

- ...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
- ...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 willing to debate and defend your beliefs
- ...Are generally willing to call out underperformers
- ...Use your creativity to lead and motivate others
- ...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
- ...Are vocal and engage directly with those you lead

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## When planning, you...

- ...See that some up-front planning is good, but too much can be overkill
- ...Use determination to overcome obstacles
- ...Think abstractly and conceptually

## 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

## When setting goals, you...

- ...Strive beyond what's possible, or seems achievable to others
- ...Generally prefer to go after your own goals rather than following others
- ...Overcome challenges with determination

## On a team, you...

- ...Voice your thoughts directly
- ...Enjoy a good debate, win, lose, or draw
- ...Are comfortable sharing your feelings and encourage teammates to safely share their own thoughts and feelings
- ...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
- ...Think the best way to achieve challenging goals is to be mutually supportive and helpful

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## Under stress, you...

- ...May become reactive or irritable
- ...Find value in reaching out to others for advice and guidance
- ...Could benefit, in your desire to accomplish ambitious goals, from working on maintaining your equanimity (e.g., via meditation or other techniques)
- ...Tend to wear emotions on your sleeve

## When learning, you...

- ...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
- ...Like subjects that are abstract and philosophical
- ...Like to participate in the discussion
- ...Are interested in creative topics where your curiosity and originality can thrive
- ...Have good stamina and endurance