

ARCHETYPE REPORT

Sally Sampler

ANALYSIS AND REPORT

This report has been created to provide you with deeper insights into what drives and motivates your team member, and how you can best support their success. Unlike traditional engagement measures, this survey looks at individual motivators and work preferences. Understanding these drivers will enable you to customize your approach, build stronger relationships, and create the conditions where your employee can do their best work.

INTRODUCTION

The survey explored a wide range of factors that influence engagement, including autonomy, learning, collaboration, recognition, leadership style, workplace culture, and career development. Responses were analyzed using a scoring framework that identifies motivators and patterns of engagement.

The results are presented in two sections:

1 SUMMARY OF RESPONSES

An overview of how this employee responded across the survey, highlighting their top motivators and the conditions that most impact their engagement. This provides a snapshot of the areas that matter most to them in their day-to-day work.

2 ARCHETYPE PROFILE

A detailed profile that translates the employee's responses into an archetype, outlining their defining characteristics, strengths, challenges, and preferred work styles. This section also includes practical guidance on how to engage, coach, and support them effectively.

HOW TO USE THIS REPORT

This report is designed to help you lead with greater clarity and impact.

Use the insights to:

- Adapt your leadership style to better align with the employee's needs.
- Build a work environment that supports their strengths and minimizes challenges.
- Provide effective coaching, recognition, and development opportunities.
- Strengthen team dynamics by understanding how this archetype collaborates best.

PART I – ANALYSIS OF RESPONSES

We have reviewed and analyzed the participant's responses to the 30 core survey questions and the 3 additional open-ended questions and have identified the primary archetype to help you better understand their primary motivators and the conditions that most impact their engagement. This provides a snapshot of what matters most to them in their day-to-day work.

The responses provided give us insight into the participants' preferences, motivators, and work style, highlighting where they feel most energized and engaged, as well as areas where additional support or alignment may be valuable.

ARCHETYPE	SCORE	PERCENTAGE	RANK
FREE SPIRIT	13	87%	1
INNOVATOR	12	80%	2
LEARNER	11	73%	3
MENTOR	10	67%	4
COLLABORATOR	10	67%	5
ANCHOR	10	67%	6
CHANGE CHAMPION	9	60%	7
PROBLEM SOLVER	8	53%	8
ALTRUIST	7	47%	9
WELLNESS NAVIGATOR	5	33%	10

PART II – ARCHETYPE PROFILE

THE FREE SPIRIT

This section translates the participant's survey responses into an archetype profile that reflects their defining characteristics, core motivators, and workplace preferences. The profile provides a deeper understanding of how they are likely to approach their work, where they thrive, and the conditions that may present challenges.

Beyond simply describing the archetype, this section also highlights practical insights, including strategies for engagement, coaching approaches, feedback preferences, and development opportunities. Together, these insights are designed to help both the participant and their leaders build on strengths, address challenges, and create an environment where the individual can perform at their best.

ARCHETYPE DESCRIPTION

Sally is energized by freedom, possibility, and forward motion. She does her best work when she can decide on how she gets to the outcome, through experimentation and bringing ideas to the table, while still staying connected to a clear “why”. She thrives on autonomy and creativity, but becomes even more effective when the destination, priorities, and success criteria are clear. She can move quickly, take calculated risks, and produce thoughtful work.

She's naturally oriented toward growth and skill-building, and she tends to stay engaged when she can see progress, such as learning something new, improving a process, expanding her capability, or contributing in a way that stretches her abilities. Variety in tasks keeps her motivated; overly repetitive work or rigid, one-right-way approaches can flatten her energy.

She responds well to environments where leaders are open to new thinking, where experimentation is treated as a learning cycle, and where feedback is frequent enough to guide course-correction without waiting for a formal performance review.

Sally also cares about shared success and tends to operate with a “we can make this better together” mindset, supporting others through insight, encouragement, and practical help. Over time, she is likely to become a go-to resource, or someone who can generate ideas, translate them into workable steps, and bring others along in a way that feels constructive rather than forceful.

At her best, she is an agile contributor who balances independence with connection. She is self-directed, improvement-driven, and collaborative in a way that elevates the team.

Key Defining Characteristics

- Prefers autonomy in method, paired with clarity in outcomes
- Energized by new ideas, experimentation, and practical innovation
- Motivated by growth, learning, and continuous improvement
- Appreciates real-time input to refine work while it's in progress
- Relationship-aware; strengthens team outcomes through connection and support
- Values straightforward communication without unnecessary formality



CHARACTERISTICS

Strengths

Sally brings creativity and momentum to her work, often spotting possibilities others miss and improving ideas or way of doing things through thoughtful experimentation. She learns quickly, adapts easily, and stays engaged when projects offer variety, challenge, and room to iterate. Because she welcomes feedback during the work, she's coachable and can adjust quickly. She also contributes to a team dynamic by sharing ideas, helping others succeed, and collaborating in a way that builds trust and shared ownership.

Challenges

Sally may feel constrained or slowed down in environments that are overly process-heavy, risk-averse, or rigid. If expectations are unclear at the start, she can lose time recalibrating, especially if priorities shift late in the process. She may also experience frustration when feedback comes only at the end, because it reduces her ability to adjust and can lead to more rework than necessary. Finally, because she's both growth-oriented and supportive of others, she can take on too much unless priorities and boundaries are reinforced consistently.

MOTIVATIONS AND ENGAGEMENT

What Drives Them

- Autonomy and trust to choose her approach
- Clear goals, priorities, and definition of "completed"
- Opportunities to test ideas, improve systems, and build something better
- Learning through stretch work, new skills, and evolving responsibilities
- Constructive, timely feedback that sharpens quality and impact
- Team momentum and shared wins (without heavy bureaucracy)

Engagement Tactics

- Set clear outcomes up front, then give flexibility in execution
- Build in quick alignment points early (kickoff + mid-way check)
- Create fast feedback loops during the work, not only after
- Offer project variety: a mix of creativity, problem-solving, and delivery
- Invite her to propose improvements and sponsor small pilots when feasible
- Recognize contributions plainly and consistently (no big theatrics)



IDEAL ROLES AND WORK ENVIRONMENT

Best Fit in the Organization

- Roles involving innovation, iteration, or continuous improvement
- Project-based work with clear deliverables and flexible pathways
- Cross-functional initiatives where new thinking and learning are valued
- Work that blends individual ownership with meaningful collaboration
- Environments where she can influence how things are done (not just execute)

Preferred Work Environment

- Outcome-focused leadership (clear goals, light micromanagement)
- Space to experiment, iterate, and refine ideas
- Psychological safety to explore options and learn quickly
- Transparent, direct communication and aligned priorities
- A team culture that supports collaboration without over-meeting





DEVELOPMENT AND SUPPORT

Growth Opportunities

- Stretch assignments that require creative problem-solving and execution
- Exposure to new tools, methods, or domains that expand capability
- Opportunities to lead a small pilot, prototype, or improvement initiative
- Cross-functional projects that build influence and broader context
- Mentoring opportunities (both receiving guidance and supporting others)

Leadership Support

- Provide clarity early, then remove obstacles and protect focus time
- Reinforce priorities when scope shifts - be clear on what changes, what stays true
- Encourage experimentation while setting practical constraints (time/budget)
- Recognize progress and learning, not only final outcomes
- Help her choose “the few that matter most” to avoid overextension

Preferred Coaching Style

- Start work with a short expectation-setting conversation and be clear on goals, priorities, and success criteria.
- Clarify “what good looks like” and any non-negotiables before she begins.
- Invite questions up front to ensure shared understanding and faster execution.
- Coach in a way that preserves autonomy. Discuss outcomes and trade-offs, not step-by-step control.
- Use brief check-ins to remove ambiguity and keep momentum, especially early in a task.
- When redirecting, explain the why behind changes so she can adapt intelligently.

Feedback and Recognition

- Give feedback in real time whenever possible so she can adjust immediately.
- Make feedback clear and specific, with examples of what worked and what to change.
- Anchor feedback to the original goals/expectations (or explicitly state when expectations changed).
- Offer direction early to reduce late-stage rework and frustration.
- Recognize her contributions simply and authentically in a 1:1, Teams chat, or in a small team meeting.
- Keep recognition grounded and sincere; avoid overly dramatic praise.



TEAM DYNAMICS

Collaboration Style

- Brings ideas, options, and energy—often catalyzes momentum
- Collaborates best with clear shared goals and defined ownership
- Enjoys constructive dialogue and practical brainstorming
- Supports others' growth through encouragement and knowledge-sharing
- Works well independently, then re-engages to integrate and align

Potential Conflicts

- Friction with rigid or heavily bureaucratic approaches that limit flexibility
- Misalignment when expectations are vague or shift late without clarity
- Tension with risk-averse stakeholders who shut down ideas too quickly
- Over-collaboration or excessive meetings that disrupt focus and autonomy
- Occasional overload if she absorbs too many improvements or support requests





ACTIONABLE INSIGHTS

Advice for Leaders

- Kick off work with clarity in priorities, goals, and what success means.
- Protect autonomy in execution, measure outcomes, not methods.
- Build in fast feedback loops during the work, not only at the end.
- Invite her to improve things, then resource the best ideas with small pilots.
- Recognize consistently and calmly. Simple acknowledgment goes a long way.
- Help her focus by narrowing priorities when opportunities multiply.

Advice for Sally

- Ask for a brief alignment check at the start of assignments to confirm priorities and expectations.
- Seek feedback early and often, use it to refine direction before investing too deeply.
- When innovating, pair each idea with a “next step” to keep execution strong.
- Protect your bandwidth. Choose a few high-impact improvements rather than carrying them all.
- Keep collaboration efficient by clarifying owners, timelines, and decision points.
- Notice when structure would help (not limit) your creativity—and use it strategically.