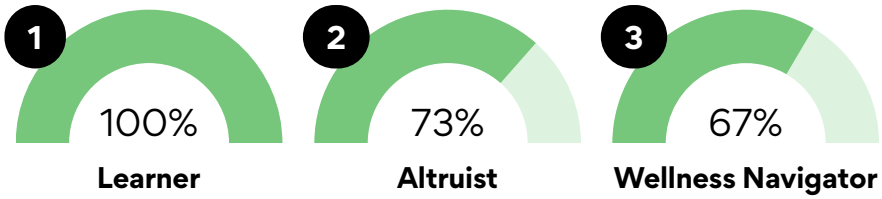
archetypeHR

ARCHETYPE REPORT SUMMARY

Jori Chykerda | The Learner

ANALYSIS OF RESPONSES

Analysis of the participant's survey responses identifies their primary archetype, core motivators, and engagement drivers. This snapshot reveals where they feel most energized at work and where additional support or alignment may be needed.



ARCHETYPE PROFILE: The Learner

Jori is driven by continuous personal and professional growth — curious, hardworking, and ambitious. She thrives where she can expand her knowledge, develop new skills, and advance her career. Motivated by learning, recognition, and meaningful impact, she sets clear goals and proactively seeks opportunities that build both expertise and leadership potential.

Intrinsically motivated | Adaptable | High leadership potential | Continuous learner | Sets high standards

STRENGTHS

- Curiosity fuels creativity and innovation
- Actively seeks and applies feedback
- Embraces change; shares knowledge freely
- Elevates team culture and peer growth

CHALLENGES

- Risk of overextension and perfectionism
- Frustration with repetitive tasks
- May disengage if growth feels limited
- Can clash with change-resistant colleagues

WHAT DRIVES THEM

- Training, certifications, stretch assignments
- Recognition — both private and public
- Clear career advancement pathways
- Mentors who guide her growth
- Platforms to demonstrate leadership

IDEAL ENVIRONMENT

- Dynamic, evolving, collaborative cultures
- Frequent feedback and career mobility
- Learning, mentorship, and recognition
- Project management, L&D, or research roles
- High-growth or fast-evolving organizations

COACHING APPROACH

- Frame challenges as career-stage opportunities
- Push into new situations with realistic guardrails
- Help prioritize goals aligned to org strategy
- Encourage exploration within clear boundaries

FEEDBACK & RECOGNITION

- Celebrate initiative, creativity, and results
- Frame feedback around outcomes, not process
- Deliver feedback as growth conversation
- Acknowledge autonomy before suggesting changes

DEVELOPMENT PRIORITIES

Cross-functional projects | Advanced training | Leadership development programs

High-visibility assignments | Mentorship & succession planning | Burnout prevention — paced growth

ADVICE FOR LEADERS

- Provide structured growth pathways and training
- Assign challenging, skill-building projects
- Recognize contributions publicly and privately
- Coach on prioritization to prevent burnout
- Support leadership potential via mentoring

ADVICE FOR ARCHETYPE

- Prioritize high-impact learning goals
- Balance growth pursuit with sustainable habits
- Celebrate incremental progress over perfection
- Keep actively seeking and applying feedback

Growth/Development Opportunities | High-visibility/Engagement-focused Actions | Caution/Watch For Item