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## You are most like **The Orchestrator**

Orchestrators excel at bringing people together, organizing around them, and mobilizing resources to achieve and exceed expectations. They tend to be planful, precise, engaging and people-oriented.

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Typical Orchestrators use their preference for order, attention to detail, precision, and reliability to follow through with what they start, bringing people together to achieve desired strategies and goals in a synergistic way. They are skilled in connecting to people and understanding how their gifts and individual personalities can be best tapped into to align with the goals they're charged with meeting. They identify what makes people special and bring out their very best.

Other distinguishing characteristics include their drive to set ambitious goals and put in place systematic plans to achieve them. That means they methodically gather and evaluate relevant information, facts, and data and organize it into good plans, and then push through to ensure those plans produce practical results.

They tend to gravitate toward efficient and reliable solutions and frameworks to solve problems. This may mean that people who are more unstructured and messy in their thinking style may frustrate them.

Whether it's planning a life event or solving a business problem, typical Orchestrators are relied on for their ability to bring people and resources to bear in a reliable and practical way to get things done.

### **Orchestrator Talents**

- Organizing people and their diverse talents
- Being detailed, exacting, and precise
- Being ambitious and setting high standards for themselves and others
- Following through with their tasks and goals
- Seeing potential in people, as well as strengths and weaknesses

### **Orchestrator Growth Needs**

- Appreciating the need to be an imperfectionist at times (rather than a perfectionist, which is more natural to them)
- Being at times too anchored to an existing plan, if circumstances require them to change and adapt
- Engaging others with more messy or more unstructured ways of thinking productively

You also have attributes of the **Inspirer** and the **Campaigner**



### The Inspirer

Inspirers lead through motivating people to get behind a challenging and important idea, project, or business objective. They tend to be motivating, engaging, supportive and leadership-oriented.



### The Campaigner

Campaigners focus on rallying others around ideas, positions and solutions and achieving practical results. They tend to be ambitious, agile, inspiring, energetic and practical while at times being single-minded.

Here are the archetypes you are least like.



### The Enforcer

Enforcers are driven to engage with the world through reliance on standards, rules, traditions. They tend to be direct and straightforward, traditional and reliable, with high standards for themselves and others.



### The Individualist

Individualists walk to the beat of their own drum and find unique ways of expressing themselves and their originality. They tend to be creative, independent, expressive, perceptive and at times sensitive and dramatic.

# How You Prefer to Think

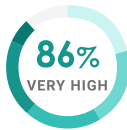
## Creative



You are drawn toward creative thinking and enjoy new and unfamiliar experiences, though you may rely on established rules and traditions to guide you.

Original	89%
Curious	95%
Non-Conforming	27%

## Deliberative



You heavily rely on logic and analysis, strive for objectivity, and are more methodical and process-oriented than spontaneous when reaching decisions and making choices.

Logical	65%
Systematic	95%
Impartial	76%

## Detailed and Reliable



You tend to be orderly, planful, and detail-focused, as well as organized and reliable in meeting commitments and deadlines.

Organized	93%
Detail-Oriented	92%
Dependable	99%

## Conceptual



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

## Practical



You tend to be less concerned with the direct, practical consequences or constraints of a given action as a key factor in decision-making, possibly favoring a more idealistic approach.

# How You Engage with Others

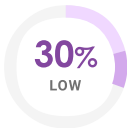
## Extraverted



You tend to be socially engaging and outgoing, gravitate towards excitement and adventure, with a more moderate preference to be the center of any social interaction.

Gregarious	93%
Engaging	55%
Adventurous	97%

## Tough



You are generally comfortable with open debate and disagreement, though tend to be more diplomatic and subtle rather than blunt and direct in your style.

Feisty	60%
Critical	23%
Direct	20%

## Nurturing



You have a strong desire to support others’ needs, are in touch with people’s emotions and feelings, and attuned to their behaviors and tendencies.

Helpful	99%
Empathetic	78%
Person-Oriented	75%

## Leadership



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

Taking Charge	75%
Inspiring	92%
Demanding	68%

## Humorous



You tend to be more joyful and lighthearted than serious and intense.

# How You Apply Yourself

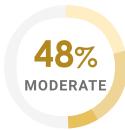
## Composed



You tend to remain calm, confident, and controlled under stress or pressure.

<b>Calm</b>	<b>99%</b>
<b>Confident</b>	<b>96%</b>
<b>Poised</b>	<b>99%</b>

## Autonomous



You have a desire for more clarity and direction when achieving tasks and goals, may look to external factors—like rewards and recognition—to motivate you, though believe that your personal success or failure are often attributable to factors within your control.

<b>Independent</b>	<b>13%</b>
<b>Self-Accountable</b>	<b>98%</b>
<b>Internally Motivated</b>	<b>35%</b>

## 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.

<b>Adaptable</b>	<b>99%</b>
<b>Agile</b>	<b>94%</b>
<b>Growth-Seeking</b>	<b>90%</b>

## Determined



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

<b>Persistent</b>	<b>97%</b>
<b>Driven</b>	<b>95%</b>
<b>Proactive</b>	<b>99%</b>

**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** 86%
- Open-Minded** 97%
- Modest** 65%

**Energetic**



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

**Status-Seeking**



You have a 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
- ...Tend to be fun, joyful, and lighthearted
- ...Seek harmony, compassion, and supportiveness
- ...Tend to avoid conflict, or coming off as confrontational or aggressive
- ...Are genuinely interested in making a positive difference in people's lives
- ...Can be taken advantage of by those who take more than they give

### As a leader, you...

- ...Are comfortable taking a lead and setting direction for others to follow
- ...May struggle to hold others accountable and give direct criticism when goals aren't met
- ...Take initiative and instigate change
- ...Take feedback and direction from others with an open mind
- ...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

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### When planning, you...

- ...Anticipate and plan for change by creating good contingency plans
- ...Find that change is best viewed as an opportunity to create more structure and clarity, not a problem to be avoided
- ...Drive hard toward clear, specific goals
- ...Like to identify precisely what's needed to achieve goals
- ...Operate best with a well-structured and fleshed-out plan to track progress against
- ...Track progress diligently against targets
- ...Make a strong effort to complete tasks early
- ...Translate big-picture strategies into detailed 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 quick to put structure and precision around vague ideas
- ...Are fascinated when solutions aren't obvious
- ...Explore the unknown rationally
- ...Believe that the best outcomes are a result of combining imagination, logic, and rigor
- ...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
- ...Readily take initiative whether the goals are your own or set by others
- ...Are both goal-directed and flexible
- ...Face resistance and obstacles by adapting, improvising, and overcoming

## On a team, you...

- ...Engage openly with others, but avoid creating conflict
- ...Are comfortable sharing your feelings and encourage teammates to safely share their own thoughts and feelings
- ...Are motivated by challenging goals, but prefer compromise over debate with others to find the right path
- ...Think the best way to achieve challenging goals is to be mutually supportive and helpful

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## 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
- ...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...

- ...Prefer topics that are logical and objective over those that are intuitive and subjective
- ...Pay very close attention to facts and data
- ...Prefer an organized curriculum and following a clear schedule
- ...Take your deadlines and commitments seriously
- ...May lose interest when subjects get theoretical
- ...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