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May 9, 2025



## You are most like **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.

Typical Growth Seekers have an endless fascination with personal growth, meaning they devote themselves to improvement and evolution. They possess a never-ending curiosity about the world and how they fit into it. They have a thirst for knowledge and a need to understand the world and the people in it, particularly in service of personal and professional growth. If it makes them more effective, it's on their to-do list. They are open to any constructive advice, even if it's tough to swallow. They are flexible and adaptive to new experiences and circumstances.

Other distinguishing characteristics include being composed, grounded, and balanced in their approach to managing stress and pressure. They love engaging new ideas and information and making sense of things for themselves. They can often be both determined and humble; they love to challenge themselves, but don't stress too much over mistakes made. In fact, they know the ability to reflect well on their failures is key to their personal growth.

At times, their desire to reflect inwardly first before acting can slow down their response time. They may need a stronger push to force action and decisiveness. And while some Growth Seekers are natural leaders, many are comfortable being good followers. The key is understanding their nature and finding a path that's right for them—which is ultimately where the Growth Seekers, with their capacity for introspection and adaptation, shine.

### **Growth Seeker Talents**

- Being deeply inquisitive into broad and varied subjects
- Acquiring knowledge, understanding, and wisdom for self-growth
- Remaining calm, cool, and collected under pressure
- Achieving goals independently and being internally motivated
- Adjusting to changing circumstances

### **Growth Seeker Growth Needs**

- Moving from reflection to decisive action
- Sharing knowledge and taking on leadership roles
- Pursuing more defined paths and objectives without letting go of their taste for open-ended discovery

You also have attributes of the **Planner** and the **Orchestrator**



### The Planner

Planners are driven to put structure and systems around goals, translating ideas into practical and achievable plans. They tend to be planful, methodical and results-oriented.

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### 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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Here are the archetypes you are least like.



### The Critic

Critics freely express their opinions and love debating different perspectives with others. They tend to be direct, assertive and logical, with high standards for themselves and others.

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### 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 very open to new, unfamiliar ideas and experiences, but think that rules are meant to be followed.

Original	54%
Curious	69%
Non-Conforming	14%

## Deliberative



You tend to rely on logic yet are more spontaneous than methodical and process-oriented in your work and decision-making.

Logical	87%
Systematic	30%
Impartial	54%

## Detailed and Reliable



You tend to be organized and planful, though may not be overly precise or focused on details.

Organized	95%
Detail-Oriented	18%
Dependable	46%

## Conceptual



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

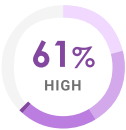
## Practical



You have a preference to focus on direct, real-world consequences in making decisions and choices.

# How You Engage with Others

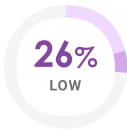
## Extraverted



You like being in the social spotlight and entertaining others, and are generally at ease engaging socially.

- Gregarious 58%
- Engaging 73%
- Adventurous 46%

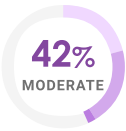
## Tough



You tend to seek cooperation and compromise over open debate and disagreement, may be more diplomatic than blunt in expressing your views, with a moderate willingness to offer critical feedback when warranted.

- Feisty 14%
- Critical 43%
- Direct 35%

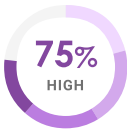
## Nurturing



You tend to be less sensitive to and aware of people's feelings, behaviors, and tendencies in the moment, with a strong desire to prioritize and support others' needs.

- Helpful 82%
- Empathetic 30%
- Person-Oriented 22%

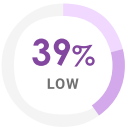
## Leadership



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

- Taking Charge 61%
- Inspiring 89%
- Demanding 62%

## Humorous



You tend to be more serious than lighthearted.

# How You Apply Yourself

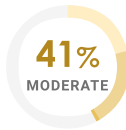
## Composed



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

<b>Calm</b>	<b>75%</b>
<b>Confident</b>	<b>73%</b>
<b>Poised</b>	<b>91%</b>

## Autonomous



You hold yourself accountable to the outcomes you experience and are generally self-motivated, though have a desire for more direction and clarity when achieving tasks and goals.

<b>Independent</b>	<b>10%</b>
<b>Self-Accountable</b>	<b>81%</b>
<b>Internally Motivated</b>	<b>52%</b>

## Flexible



You tend to embrace change and uncertainty, are interested in your own personal growth and development, but prefer to be consistent in who you are and the roles you play regardless of the circumstances.

<b>Adaptable</b>	<b>74%</b>
<b>Agile</b>	<b>23%</b>
<b>Growth-Seeking</b>	<b>81%</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>81%</b>
<b>Proactive</b>	<b>95%</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** 83%
- Open-Minded** 69%
- Modest** 93%

**Energetic**



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

**Status-Seeking**



You tend to be comfortable with your station in life, content to be who you are, and not worry much about others' impressions of you.

## 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 socially engaged and comfortable in groups
- ...Tend to be more serious than humorous and lighthearted
- ...Tend to be less direct and confrontational, generally valuing peace, harmony, and compromise
- ...Prefer to support people rather than challenge or critique them
- ...May be taken advantage of by those who take more than 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
- ...Don't mind relying on existing standards and procedures, but are willing to find new ways to do things when needed
- ...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...

- ...Excel at adapting and preparing for the unexpected
- ...Make an effort to put backup plans in place in case things go wrong
- ...Track progress made toward completion, but don't over worry if things don't go exactly as planned
- ...Use determination to overcome obstacles
- ...Think abstractly and conceptually

### When solving problems, you...

- ...Like testing ideas and thinking with others
- ...Seek some structure and clarity as you approach finding solutions
- ...Trust systematic thinking



## **When setting goals, you...**

- ...Set ambitious targets and push through to completion
- ...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

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## **On a team, you...**

- ...Engage openly with others, but avoid creating conflict
- ...Are socially engaged and participate actively
- ...Are motivated by challenging goals, but prefer compromise over debate with others to find the right path
- ...Care about the team's success as well as your own

## **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...**

- ...Generally prefer topics that are logical and objective over those that are intuitive and subjective
- ...Generally pay close attention to facts and data
- ...Like to hear other people's insights and knowledge as much as you like to share your own
- ...Like subjects that are abstract and philosophical
- ...Like to participate in the discussion
- ...Have good stamina and endurance