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You are most like **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.

A goal without a plan is like having a ship without a navigational system—you know where you want to go, but don't know how you're going to get there. Planners gather and translate data and information from available sources to develop focused plans that improve the likelihood of achieving goals and objectives.

Typical Planners have the ability to gather and evaluate relevant information, facts, and data and organize it effectively. They work through information and data systematically to make sure it falls into proper order. They don't necessarily mind being directed to goals and objectives that their plans work toward, rather than being the one responsible for putting them in place.

Other distinguishing characteristics include setting ambitious goals and tenaciously pursuing them until they're accomplished. They think through things in a structured and methodical way. They are good at getting ahead of events so that they're ready with a plan before it's needed, minimizing risk and uncertainty. They apply logic and practicality so that plans have a high probability of success. They tend to be less inclined to spend too much effort seeking new, unconventional methods if tried and true ones can work.

While they take initiative and are likely strong executors themselves, the key to taking on more responsibility lies in managing others to implement plans for them. Some Planners may be less inclined towards people management, while others may be more. In any case, seeking out and learning to engage productively with others who are different than themselves—be it more emergent and less organized, or more people-oriented—will serve them well in the long run.

Planner Talents

- Taking direction and seeing the future with a balanced sensibility for how things really work
- Collecting and making sense of numerous data points and information
- Developing, adjusting, and creating backup plans
- Applying reason and practicality to decisions and choices
- Developing precise schedules and timelines
- Reliable execution

Planner Growth Needs

- Being patient with people who are less organized and diligent than them
- Recognizing that perfection is difficult and can be stressful to achieve
- Understanding that the impact of emotions on their plans can't be perfectly accounted for
- Staying flexible and not overly rigid; things don't always go as planned

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



The Orchestrator

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



The Strategist

Strategists are adept at generating and translating concepts and ideas into effective strategies to achieve results. They tend to be both conceptual and structured thinkers, curious and open-minded, while also being reliable and pragmatic.

Here are the archetypes you are least 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.

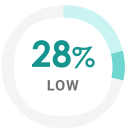


The Individualist

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 are guided by established rules and routines, rather than deviating from tradition to do things your own way.

Original	60%
Curious	23%
Non-Conforming	18%

Deliberative



You are methodical and process-oriented, with a moderate inclination to rely on logic and analysis when reaching decisions and making choices.

Logical	59%
Systematic	79%
Impartial	46%

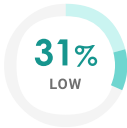
Detailed and Reliable



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

Organized	70%
Detail-Oriented	76%
Dependable	94%

Conceptual



You have a preference for straightforward, concrete thinking over abstract and philosophical thinking.

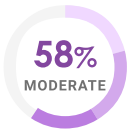
Practical



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

How You Engage with Others

Extraverted



You tend to be socially engaging and outgoing, with a moderate preference for adventurous and exciting activities and experiences.

Gregarious	70%
Engaging	46%
Adventurous	51%

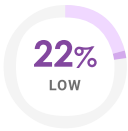
Tough



You tend to be willing to debate your and others' ideas and perspectives, share criticism openly when warranted, but tend to be more diplomatic and nuanced than blunt and direct in your style.

Feisty	75%
Critical	66%
Direct	35%

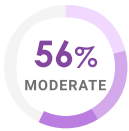
Nurturing



You tend to be less sensitive to and aware of people's feelings, behaviors, and tendencies in the moment, with a moderate desire to prioritize supporting and tending to their needs.

Helpful	53%
Empathetic	10%
Person-Oriented	28%

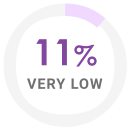
Leadership



You tend to be moderately inclined to take charge in groups and to direct others to achieve common goals and objectives.

Taking Charge	56%
Inspiring	59%
Demanding	49%

Humorous



You tend to be more serious than lighthearted.

How You Apply Yourself

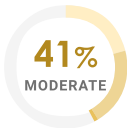
Composed



You tend to stay calm and keep your emotions under control, with a general tendency to be resilient and confident under stress or pressure.

Calm	80%
Confident	59%
Poised	62%

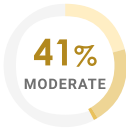
Autonomous



You have a moderate inclination to operate independently in achieving tasks and goals, though may look to external factors —like rewards or recognition—to motivate you.

Independent	49%
Self-Accountable	40%
Internally Motivated	35%

Flexible



You tend to embrace change and uncertainty, yet tend to be consistent in who you are and the roles you play regardless of the circumstances, and tend to be less focused on making personal development through examining mistakes and weakness a top priority.

Adaptable	68%
Agile	29%
Growth-Seeking	33%

Determined



You work hard to go after ambitious goals, push through to accomplish what you start, with a general inclination to seize new opportunities actively and take quick action to resolve issues.

Persistent	90%
Driven	61%
Proactive	54%

Humble



You tend to value modesty in your and others' behavior, are moderately receptive to critical feedback and open examination of mistakes and weaknesses, with less tendency to actively seek out perspectives that are different from your own to examine where you might be wrong.

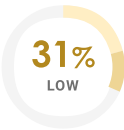
Receptive to Criticism	48%
Open-Minded	25%
Modest	71%

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...

- ...Balance time spent alone and with groups
- ...Tend to be more serious than humorous and lighthearted
- ...Speak your mind, even when it comes across as harsh
- ...May be less sensitive to and aware of the needs and feelings of others
- ...Tend to avoid getting deeply involved in other people's problems and issues

As a leader, you...

- ...Are willing to debate and defend your beliefs
- ...Are generally willing to call out underperformers
- ...Rely on rules and standard operating procedures when directing others
- ...Balance when to take direction from others and when to set your own
- ...Balance when to express vulnerability or confidence and certainty depending on the circumstance
- ...Balance when to lead and when not to

When planning, you...

- ...Anticipate change by creating contingency plans
- ...See good organization and structure as an important way to control for change
- ...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
- ...Think more concretely and literally
- ...Create plans by scheduling, mapping out details, and being neat and orderly

When solving problems, you...

- ...Gravitate toward more traditional methods and ideas rather than innovative ones, but are somewhat open to learning from others who think differently
- ...Are quick to put structure and precision around vague ideas
- ...Believe it's ill-advised to rely on untested solutions
- ...Rely on past experience as a guide
- ...Don't take unnecessary risks
- ...Trust reason and established rules
- ...Like to take a concrete and systematic approach

When setting goals, you...

- ...Set practical and realistic targets and push through to achieve them
- ...Don't have a strong preference between setting your own goals or taking direction from others
- ...Overcome challenges with determination

On a team, you...

- ...Are more straightforward than subtle, though don't need to be the first to share your view
- ...Are generally comfortable engaging with the team, but don't always perceive when others need support
- ...Set high goals and push back on any attempts to lower the bar
- ...Do what's needed to achieve your goals, and expect others to do the same

Under stress, you...

- ...Generally remain cool, calm, and focused
- ...Can find value in turning to others for advice rather than going it alone
- ...Tend to be confident and resilient no matter how ambitiously you set your goals

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 subjects that are straightforward, technical, and practical
- ...Are comfortable studying around people, but also need moments of peace and quiet
- ...Are interested in applying tested methods using concrete knowledge and skill
- ...Have good stamina and endurance