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| Serving a “higher goal” is more important than is my career. |  |  |
| I often work behind the scenes to make sure I get what I want. |  |  |
| It is unclear to me that people are grateful for what I do at work. |  |  |
| I put myself down a lot. |  |  |
| I think other colleagues join new groups and new teams more easily than I do. |  |  |
| If I don’t like the direction my team is taking, I don’t make a fuss. I simply retreat. |  |  |
| I am quieter than most other people I know. |  |  |
| I am comfortable with my way of doing things and prefer them to trying something new. |  |  |
| No matter what happens, I stay calm. |  |  |
| When I hear bad news, I prepare for the worst. |  |  |
| When I meet with my team, I am very aware of the emotions and feelings of my colleagues in the group. |  |  |
| Instead of focusing on the tough issues, I look at smaller ones I know I can handle. |  |  |
| I worry that I may not be good enough for the jobs I have been given; many people are better at what I do than I am.  |  |  |
| I feel really proud when I do something nobody else has done. |  |  |
| I share my authentic self with very few people. |  |  |
| I am able to let go of things when the team needs to take a different decision. |  |  |
| I recognize that I sometimes sabotage my own success. |  |  |
| I know what my best pieces of work are. |  |  |
| I often have strong opinions that are not based on facts. |  |  |
| I think situations over more carefully than do most of my colleagues. |  |  |
| I am cautious and worry often about things.  |  |  |
| I ask more questions and probe more than most other people.  |  |  |
| When people present new ideas, I tend to be skeptical at first.  |  |  |
| I am more logical than emotional. |  |  |
| People often tell me I am argumentative.  |  |  |
| It is important to me that someone recognizes my contributions.  |  |  |
| When a challenge arises, I am the best person to put in charge to solve it.  |  |  |
| I have the energy to do so much project work all at once that I sometimes overwhelm my colleagues.  |  |  |
| I always put the organizational goals before my personal goals.  |  |  |
| Many of the problems I face are created by others and I have to solve them.  |  |  |
| I am deeply dedicated to the leaders I serve, supporting them as best I can.  |  |  |
| When the leader sets a direction about which I disagree, I follow the leader anyway. |  |  |
| I stay focused and tenacious in achieving my goals.  |  |  |
| I catch myself trying to same things over and over again, hoping for a different result.  |  |  |
| I constantly challenge what we are doing to find a better way.  |  |  |
| When I am frustrated, I can become condescending to others.  |  |  |
| I consistently make things happen.  |  |  |
| Sometimes, I circle around the problem because I can’t figure out the solution.  |  |  |
| I love tackling a complex challenge.  |  |  |
| I am respected for my knowledge and expertise.  |  |  |
| I enjoy playing in the world of ideas more than doing the rest of my work.  |  |  |
| I am able to make clear-cut decisions once I am all the information I need.  |  |  |
| I tend to impulsively obstruct the direction of the majority of the team. |  |  |
| My work load generally feels like a steady flow with few disruptions.  |  |  |
| I often wait until the last minute to do things.  |  |  |
| Paying attention to the details makes a big difference on the outcome. |  |  |
| I tend to monitor work too much.  |  |  |
| I consider myself to be a practical, pragmatic problem-solver. |  |  |
| I like patterns, processes and policies applied consistently and reliably.  |  |  |
| People often tell me I am spontaneous. |  |  |
| Often, I feel I am doing my work by rote.  |  |  |
| I love combining my knowledge, experience and inner wisdom to help others to learn, succeed, get results, grow and create breakthroughs.  |  |  |
| I like sharing and comparing my experiences and ideas with others to make us all wiser. |  |  |
| I sometimes get feedback that I am not clear and straight to the point.  |  |  |
| No matter what is going on, I count my blessings.  |  |  |
| I can always digest more information. |  |  |
| I am good at getting a clear picture of reality and then deciding what to do because of it.  |  |  |
| I have difficulties in granting people the credits for their good work. |  |  |
|  People consider me to be an authority in my area of expertise.  |  |  |
| Some people find me overbearing.  |  |  |
|  People recognize me as visionary.  |  |  |
|  People sometimes tell me I am an unreasonable person. |  |  |
|  I sometimes have ideas so inspired I wonder where they came from. |  |  |
|  I am very good at guessing how other people think. |  |  |
|  I often have deep insights in the situations that occur around me. |  |  |
|  I am quite good at consoling, sympathizing, counseling and cheering people up. |  |  |
|  People often feel that I can exaggerate in my efforts. |  |  |
| I am proud to put myself in the service of the team’s success. |  |  |
| I sometimes can be easily hurt by what colleagues say to me. |  |  |
|  I can have a deep comprehension of situations that occur. |  |  |
|  I oftentimes fee confused when confronted with a new situation. |  |  |
|  I express my ideas in compelling ways with passion and zeal.  |  |  |
| When I believe in something deeply, I work hard to create converts to my idea.  |  |  |
| I believe I am responsible to trust what I am told but then verify it for myself. |  |  |
| I tend to trust what people tell me without checking for myself.  |  |  |
| I often know what is really going on however it is not to put into words. |  |  |
| I know better than others how people and situations are interconnected.  |  |  |
| I believe organizations that help their people grow perform and grow more than those which don’t. |  |  |
| I am deeply aware of my responsibilities in all that I do. |  |  |
| Some would call me very bossy at times. |  |  |
| I am willing to do what other people fear is impossible. |  |  |
| When I feel strongly about a direction, I don’t bother to seek other peoples’ opinions. |  |  |
| When I suggest a direction, I find my team naturally follows. |  |  |
| If I can’t be in in charge of a project, I leave it to others entirely and see how what the results will be. |  |  |
| I do what must be done, even if I must walk along to do so. |  |  |
| When I don’t get my way, I become combative.  |  |  |
| I am adept at considering options and deciding what is best to do. |  |  |
|  I can make a decision on limited information. |  |  |
| I am calm under pressure and can organize and delegate what must be done.  |  |  |
|  I often times feel things at work are not happening fast enough. |  |  |
| I conscientiously make sure I master what I do. |  |  |

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| ***Archetype*** |  | ***Frequency*** |
| ***Healer 1*** | ***=*** | ***1+3+5+7+9+11+13*** |  |
| ***Healer 2*** | ***=*** | ***2+4+6+8+10+12+13*** |  |
| ***Artist 1*** | ***=*** | ***14+16+18+20+22+24+26*** |  |
| ***Artist 2*** | ***=*** | ***15+17+19+21+23+25+26*** |  |
| ***Warrior 1*** | ***=*** | ***27+29+31+33+35+37+39*** |  |
| ***Warrior 2*** | ***=*** | ***28+30+32+34+36+38+39*** |  |
| ***Scholar 1*** | ***=*** | ***40+42+44+46+48+50+52*** |  |
| ***Scholar 2*** | ***=*** | ***41+43+45+47+49+51+52*** |  |
| ***Sage 1*** | ***=*** | ***53+55+57+59+61+63+65*** |  |
| ***Sage 2*** | ***=*** | ***54+56+58+60+62+64+65*** |  |
| ***Priest 1*** | ***=*** | ***66+68+70+72+74+76+78*** |  |
| ***Priest 2*** | ***=*** | ***67+69+71+73+75+77+78*** |  |
| ***King 1*** | ***=*** | ***79+81+83+85+87+89+91*** |  |
| ***King 2*** | ***=*** | ***80+82+84+86+88+90+91*** |  |

### Score your TRUE marks in the table below.