

Arketify Interpersonal Dynamics Report

(User-centered version for team adaptation and relational awareness)

Generated for: John (General Manager)

Team:

- Helena – Head of Marketing (Achiever – Fighter – Organizer)
- Sam – Head of Sales (Achiever – Enthusiast – Fighter)
- Claire – Head of Operations (Helper – Observer – Organizer)

Context: John leads a senior management team composed of strong achiever-driven profiles with different emotional paces and decision-making styles. His leadership focus is on maintaining coordination, accountability, and trust among peers with contrasting relational needs.

1. Overview of the Relationships

The leadership team shows a **moderately high collective compatibility** (average around 66–67%), suggesting good overall alignment with room to enhance balance and emotional connection across functions.

Compatibility Map	Helena	John	Sam	Claire	Avg.
Helena (Achiever – Fighter – Organizer)	—	 77%	 94%	 29%	 67%
John (Enthusiast – Achiever – Sensitive)	 71%	—	 89%	 37%	 66%
Sam (Achiever – Enthusiast – Fighter)	 84%	 89%	—	 26%	 66%

Claire (Helper – Observer – Organizer)	 29%	 37%	 26%	—	 31%
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The percentages reflect the compatibility of the people in column 1 with the styles of the people in each row.

Color reference:  High |  Moderately High |  Moderately Low |  Low

The group operates with strong **achievement and action energy** (3, 7, 8) in three of its members — John, Helena, and Sam — producing high intensity, ambition, and responsiveness. Claire brings a contrasting **supportive and methodical rhythm** (2, 5, 1), grounding the team through structure but potentially feeling isolated amid the fast, assertive exchanges that dominate the tone.

John’s leadership sits at the energetic intersection between enthusiasm, achievement, and emotional depth. This allows him to connect, motivate, and inspire, yet it also places him as the emotional “bridge” between efficiency-oriented members (Helena and Sam) and the reflective stabilizer (Claire).

2. Behavioral Profiles: Lights and Shadows

John – Enthusiast · Achiever · Sensitive

Lights: Visionary, relational, and inspiring; John may energize his team through optimism and connection. He is likely to encourage initiative, creativity, and autonomy.

Shadows: When under pressure, he may move too quickly, avoid tension, or soften critical feedback to preserve harmony. His enthusiasm could blur priorities if not anchored in follow-through.

Helena – Achiever · Fighter · Organizer

Lights: Strategic, performance-driven, and assertive. Helena tends to bring structure, focus, and accountability to execution.

Shadows: Can appear inflexible or overly demanding under stress, prioritizing performance over collaboration.

Sam – Achiever · Enthusiast · Fighter

Lights: Energetic, optimistic, and commercially oriented. Sam thrives in dynamic environments and may act as a connector across functions.

Shadows: Can overextend or overlook details; may push too hard for results without aligning emotionally with others.

Claire – Helper · Observer · Organizer

Lights: Empathetic, thoughtful, and analytical. She brings balance, process discipline, and care for people's well-being.

Shadows: May withdraw or become risk-averse when the tone becomes too competitive or emotionally charged.

3. Synergies and Tensions Between Styles

Synergies

- The **Helena–Sam–John** triad forms a powerful axis of momentum and ambition. Their shared Achiever and Enthusiast energies generate strong commercial focus and adaptability.
- **Helena and Sam** (■ 94%) show the highest compatibility — both goal-oriented and comfortable with assertive dialogue. They may operate almost intuitively in execution.
- **John and Sam** (■ 89%) share rhythm, energy, and enthusiasm; this is a natural collaboration that fuels motivation across the team.

Tensions

- **Claire's compatibility** with others ranges from 26–37% (■), indicating a potential systemic disconnect. Her slower pace and detail orientation may contrast with the group's action bias.
- **Helena and Claire** (■ 29%) could experience friction between strategic intensity and relational patience — Helena may perceive Claire as hesitant, while Claire may feel overlooked.
- **John's challenge** lies in balancing empathy for Claire's pace while maintaining the drive of the Achiever cluster (Helena and Sam).

Adaptability asymmetry:

Claire tends to adapt more to others than vice versa, risking disengagement. John's role is pivotal in ensuring her contributions remain visible and valued.

4. Collaboration Focus Points

General for John:

1. **Emotional pacing:** Slow down when closing meetings to ensure Claire's input is integrated and others truly align before moving on.
2. **Feedback balance:** Combine motivational feedback with clear boundaries and deliverables to anchor his enthusiasm in structure.

Specific relationships:

- **With Helena (77%):** Maintain open space for dialogue — she may value clarity over inspiration. Align priorities frequently to avoid parallel agendas.
 - **With Sam (89%):** Channel shared energy toward collective goals rather than shared spontaneity. Encourage measured celebration of progress.
 - **With Claire (37%):** Offer emotional reassurance and predictable communication patterns. Explicitly recognize her analytical contribution to reinforce trust.
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5. Recommendations for John to Adapt Better to the Team

A. Contributions from John's Lights

Your enthusiasm and strategic vision unite high-energy individuals under a shared purpose. You naturally promote creativity, collaboration, and optimism — qualities that keep your team agile and connected.

B. Alerts from John's Shadows

Because of your fast mental pace and preference for positivity, you may unintentionally skip details or leave some voices underrepresented. Claire, in particular, may experience this as lack of space or empathy. Under stress, your inclination to avoid friction may lead to postponed feedback or emotional overload later on.

C. Recommendations for John to Adapt More Effectively

- Clarify *process ownership* with Helena and Sam — ensure ambition translates into coherent execution.
 - Intentionally slow down for *emotional inclusion*, especially with Claire; one short reflective check-in can prevent long-term disconnection.
 - Use your **Sensitive energy** consciously to mediate between assertive and cautious rhythms, turning diversity into complementarity.
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6. Strategic Synthesis

This team's strength lies in its **drive, ambition, and flexibility** — a natural blend for growth and transformation. However, the energy cluster around action (3–7–8) needs balancing with emotional reflection and internal alignment. Claire can be the stabilizing force if her contribution is integrated rather than sidelined.

If John grounds enthusiasm in structure and creates emotional bridges across styles, the team could transform high reactivity into high reliability.

If unaddressed, gaps in pace and tone may reinforce silos — fast achievers in constant motion, and reflective voices withdrawing in silence.

Conscious alignment of energy, empathy, and structure will allow this leadership team to evolve from operational intensity to sustained synergy.