



Archetypes at Work™

# Self-Assess your Archetypes



# Changing the Story



There is a simple process fact:

**“If you want to change a story, change the characters on your stage”**

This is demonstrably true in drama and fiction, where initiating incidents involve a new character or archetypal energy to appear and this sets the narrative in a different direction. It is equally true for human beings.

Each one of us has a cast of **Leading Archetypal Actors**, inner parts of us, that guide us through the journey of life. Some of these appear constant while for others different Leading Actors may move on and off the stage frequently, to suit the current needs and situations.

Most of us have what we call a **Core** set – inner Actors that feel closest to “*Who I really am*” - and a **Current** set, “*What I need right now.*” Where there is no overlap between “*Who I really am*” and “*What I do*” there is almost always a sense of disconnect, loss, or purposelessness.

So – to follow the theatrical metaphor – at any given stage of life and work we have our own set of Leading Actors, the Archetypes currently running our show. In life, these tend to be the ones that give us a sense of value and purpose, though they can also be determined by duty or necessity. In work, our Leading Actors often include the ones an organization requires from us, or the archetypal gifts we get most recognized and rewarded for.

We also have **Supporting Actors** around our Leading Actors and these represent archetypal energies that we have competent access to. We know how to use them when we need them.

And finally, we have **More Offstage Actors**, Archetypes that are currently in the Wings, that either seem irrelevant to the present tasks at hand or current stage of life. These parts of us are out of awareness or potentially repressed, for whatever reasons, usually a combination of our nature and of influences we grew up with.

The value of working with these Archetypes is that they can provide the awareness and the tools you need to consciously evolve your story. You develop yourself by changing the leading actors on your stage.

In the Archetypes at Work™ Model we work with 10 Archetypes and with them we have a full set to understand the human experience: **Sovereign, Strategist, Nurturer, Lover, Dreamer, Storyteller, Renegade, Transformer, Warrior and Explorer.**



Sovereign Strategist Nurturer Lover Dreamer Storyteller Renegade Transformer Warrior Explorer

# The Process

- 1 First you need to identify your current archetypal patterns in work or leadership. You will then be able to recognize the positive and negative implications of these; the **Gifts** and **Shadows** on your current inner stage.
- 2 You are then invited to analyze which Archetype/s will bring a needed new energy to the stage and identify the desired future-fit archetypal pattern. Depending on the level of attachment to your current (old) story and its archetypal patterns, you may need to negotiate a conscious transition to stand down one or more current leading characters.
- 3 You will then need to rehearse the one or more new Archetype/s you wish to bring onto your stage. This allows you to create a new synthesis - an aligned cast of actors to enhance performance and impact for the next phase of your life or work. We will invite you to identify your rehearsal needs and one or more practices to embody the desired Archetype/s.
- 4 To start, use the Self-Assessment on the next page!



# Self Assessment



- 1 Read the list of **Archetypal Leadership Gifts** for each of the 10 Archetypes on page 5.
- 2 As you read the Gifts words for each Archetype, highlight (or circle) the words that resonate most with you. Do this for all 10 Archetypes. Here is an example:



## Sovereign

Royal, Ruler, **Visible**, Heroic, Luminary, Generative, **Playful**, Heartful, Magnanimous, **Loyal**, **Present**, Spacious, at the Centre of Things  
Radiates: Purpose, Generosity, **Courage**, Will, Self-Confidence, Vigour, Strength, Vision, Vitality, Charisma, Ambition

**NOTE: Not all of the words on the list have to fit you. Look for a center of gravity that makes you feel connected to this Archetype.**

- 3 Now rank each Archetype with either (A) (B) or (C) using the following criteria:
  - (A) I am doing some or all of this on my best days — it contributes to purposeful work for me.
  - (B) I can do this and am competent at most of it — but it does not “light me up” at the moment.
  - (C) I am not accessing much or any of this in my work at present.

An example is shown here:

(B)



## Sovereign

Royal, Ruler, **Visible**, Heroic, Luminary, Generative, **Playful**, Heartful, Magnanimous, **Loyal**, **Present**, Spacious, at the Centre of Things  
Radiates: Purpose, Generosity, **Courage**, Will, Self-Confidence, Vigour, Strength, Vision, Vitality, Charisma, Ambition

(A)



## Strategist

Structured, **Rational**, Principled, Ethical, Pragmatic, Organised, **Controlled**, Mature, Contained, **Precise**, **Deliberate**, Measured  
Respects: Time, Focus, Rules, **Mastery**, Limits, Discipline, **Duty**, Hierarchy, Boundaries, **Tradition**, **Wisdom**, Objectivity, Goals, Capital, The Establishment, Law and Order, The Truth in Numbers

(B)



## Nurturer

Supportive, **Caring**, Reassuring, Protective, Responsive, **Instinctive**, Parental, Trusting, **Nourishing**, Sensitive, Empathetic, Receptive, Cosy  
Values: Relationships, Potential, **Growth**, Feedback, **Togetherness**, Time to Reflect, 'Keeping the Hearth,' Legacy, Conservation, Emotional Intelligence, Natural Cycles, **Tending Gardens**, Feeling at Home, Full-Body Listening

(C)



## Lover

Alluring, Sensual, Sociable, **Desirable**, Charming, Passionate, Seductive, Creates Longing, Acts as a Muse, Accumulates Self-Worth and Net-Worth  
Loves: Design, Style, Luxury, Money, Pleasure, Relationships, Beauty, **Fine Art**, Fashion, Decorations, Harmony, Song, Fantasy, Enchantment

- 4 Proceed to Page 6.

# Archetypal Leadership Gifts



## Sovereign

Royal, Ruler, Visible, Heroic, Luminary, Generative, Playful, Heartful, Magnanimous, Loyal, Present, Spacious, at the Centre of Things  
Radiates: Purpose, Generosity, Courage, Will, Self-Confidence, Vigour, Strength, Vision, Vitality, Charisma, Ambition



## Strategist

Structured, Rational, Principled, Ethical, Pragmatic, Organised, Controlled, Mature, Contained, Precise, Deliberate, Measured  
Respects: Time, Focus, Rules, Mastery, Limits, Discipline, Duty, Hierarchy, Boundaries, Tradition, Wisdom, Objectivity, Goals, Capital, The Establishment, Law and Order, The Truth in Numbers



## Nurturer

Supportive, Caring, Reassuring, Protective, Responsive, Instinctive, Parental, Trusting, Nourishing, Sensitive, Empathetic, Receptive, Cosy

Values: Relationships, Potential, Growth, Feedback, Togetherness, Time to Reflect, 'Keeping the Hearth,' Legacy, Conservation, Emotional Intelligence, Natural Cycles, Tending Gardens, Feeling at Home, Full-Body Listening



## Lover

Alluring, Sensual, Sociable, Desirable, Charming, Passionate, Seductive, Creates Longing, Acts as a Muse, Accumulates Self-Worth and Net-Worth

Loves: Design, Style, Luxury, Money, Pleasure, Relationships, Beauty, Fine Art, Fashion, Decorations, Harmony, Song, Fantasy, Enchantment



## Dreamer

Imaginative, Poetic, Sensitive, Idealistic, Compassionate, Spiritual, Visual, Boundless, Imaginal, Believing

Inspired By: Fantasy, Symbols, Infinity, Mythology, Non-Dualism, Dreams, Intangibles, Metaphors, Mysticism, Visions, Ecstasy, The Transcendent, The Invisible, Art, Music, Archetypes, Lateral Thinking, Negative Capability, Emergence, Holding Paradox, Possibilities, Altered States



## Storyteller

Communicator, Translator, Mediator, Synthesiser, Advertiser, Conceptual, Critical, Versatile, Adaptable, Agile, Trickster, Mercurial, Quick-Thinking

Connects with: Ideas, Metaphors, Information, Multiple Perspectives, Puzzles, Juggling, Multitasking, Wit, Details, Logic, Intelligence, Making Connections, Creating Narratives, Clever Articulation



## Renegade

Intuitive Disruptor, Eccentric Inventor, Liberator, Rebel, Provocateur, Maverick, Unique, Has Epiphanies, 'Eureka!'

Thrives on: The Zeitgeist, Freedom, The Future, Disruptive Technologies, Revolution, Uniqueness, Structural Collapse, Surprise, Revelation, Flashes of Insight, Emerging Ideas, Brilliance



## Transformer

Magician, Healer, Regenerator, Change Agent, Deep, Powerful, Psychological, Magnetic, Intense, Inexorable

Honours: Renovation, Roots, Research, Transitions, Upheaval, Total Change, Power, Deconstruction, Transformation, Secrets, Death and Rebirth, Break down to Break Through, The Underworld, Mystery, Hidden Gold



## Warrior

Champion, Spearhead, Amazon, Defender, Troubleshooter, Brave, Fierce, Passionate, Forceful, Decisive, Fearless, Surgical, Leads from the Front

Drives: Competition, Challenge, Action, Direction, Tactics, Risk Taking, Seed Planting, Making Things Happen, Adrenaline, Competitive Advantage



## Explorer

Enthusiast, Adventurer, Teacher, Optimist, Wide-Ranging, Striding, Honest, Philosophical, Expansive, Jovial, Multi-Cultural, Can-Do Attitude

Seeks: Progress, Knowledge, Truth, Nature, Justice, Joy, Hope, Abundance, Ascendance, Oneness, Success, Big Ideas

# Self Assessment Form



## Gifts

- 1 Go back through the Archetypal Leadership Gifts on page 5.
  - From your (A)'s choose the **Top 3** Archetypes that feel the closest to your core.
  - From the (C)'s choose the **Bottom 2** Archetypes that are currently the least used.
- 2 Note your **Top 3** and **Bottom 2** Archetypes in the fields below.
- 3 For your **Top 3** Archetypes add two key words (on the right) that you particularly like.
- 4 For your **Bottom 2** Archetypes add two key words that you would like more access to.

**Top 3 Archetypes - closest to my core:**

**Key words I like:**

---

---

---

---

---

---

**Bottom 2 Archetypes - currently least used:**

**Key words I would like more access to:**

---

---

---

---

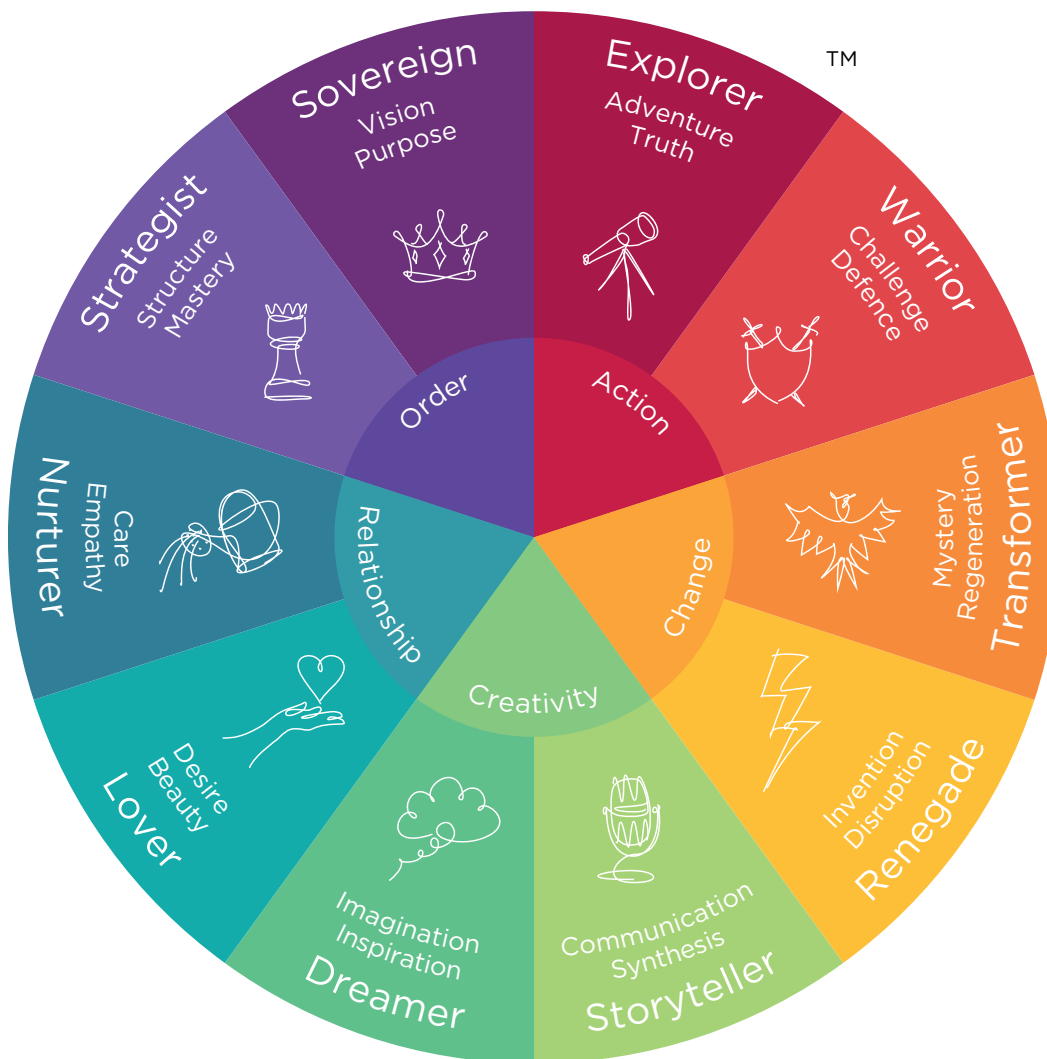
- 5 Read through pages 7-10 and then continue on page 11.

# Archetypal Leadership Gifts



You are most comfortable with your **Top 3** Archetypes and rely on them the most, especially on a good day. In our theatrical metaphor, they are your **Leading Actors**.

On the other hand, you are least comfortable with your **Bottom 2** Archetypes and rarely rely on them. They are your **More Offstage Actors**.



You now have a basic understanding of how the 10 Archetypes combine into your particular pattern and what Gifts they offer.

Next we are going to dig a little deeper and look at **Archetypal Shadows**.

# Archetypal Shadows Explained



You can have **too much** of a good thing — and you can have **too little** of a good thing. Just because we have access to an Archetype does not mean we embody it the most effectively.

## Shadow of Too Much

For most of us, there will be many good days where we access a favored Archetype's Gifts with ease and achieve exactly the impact we desire. There will also be bad days where we overplay a favorite Archetype. We are most likely to overplay our Top 3 Leading Actors. Overplayed Archetypes don't serve us. Rather, they "have us" and can lead us into negative behaviors.

## Shadow of Too Little

The Archetypes that we use the least we underplay and this has a cost. If these are habitual More Offstage actors, we may feel genuinely uncomfortable embodying them and may judge them as being of no value. This can be a reflection on how we were raised, or the result of a previous negative experience with these Archetypes.

## The Archetypal Scale

Every Archetype is expressed on a spectrum somewhere between **Too Much** (overplayed) and **Too Little** (underplayed). The optimal and most effective place to express an Archetype is in the middle, what we call the *Optimal Zone*. This is where each Archetype's **Gifts** really show up.

As an example, let's look at how you can express the Warrior on this scale. Expressing **Too Much Warrior** can mean that we become a bully and dominate others. **Too Little Warrior** can mean that others see us as weak and submissive. In the Optimal Zone the Warrior is both assertive and brave. We embody our power and we stand up for what is right, when necessary, without fear and without bullying others.



**Too Much** Warrior  
can be  
Bullying and  
Destructive



**Gifts** of the Warrior  
include being  
Assertive and Brave



**Too Little** Warrior  
can be  
Indirect and  
Submissive



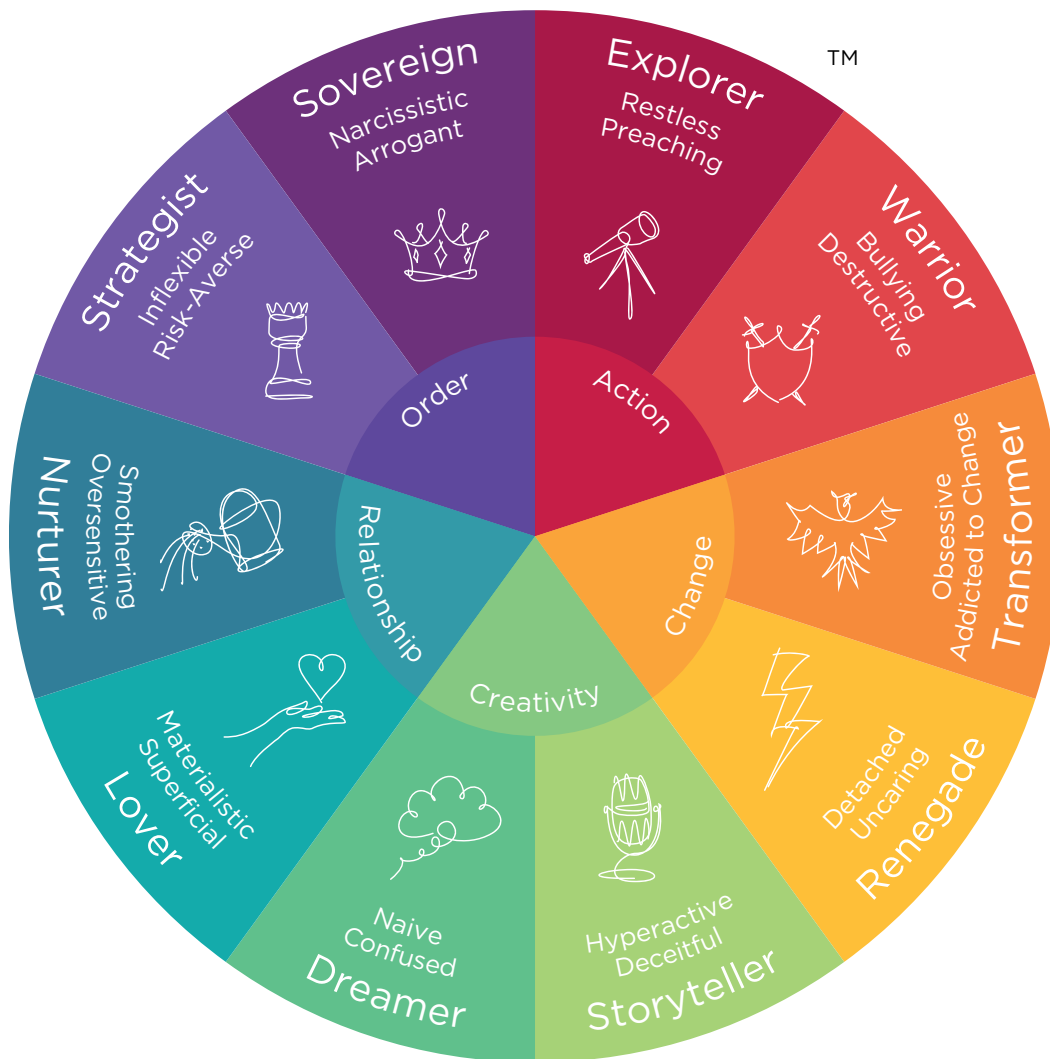
# Archetypal Leadership Shadows



## Too Much

For most of us, there will be many good days where we access a favored Archetype's Gifts with ease and achieve exactly the impact we desire. And there will also be bad days where we overplay a favorite Archetype. We are most likely to overplay our Top 3 Leading Actors.

Overplayed Archetypes don't serve us. Rather, they "have us" and can lead us into negative behaviors.

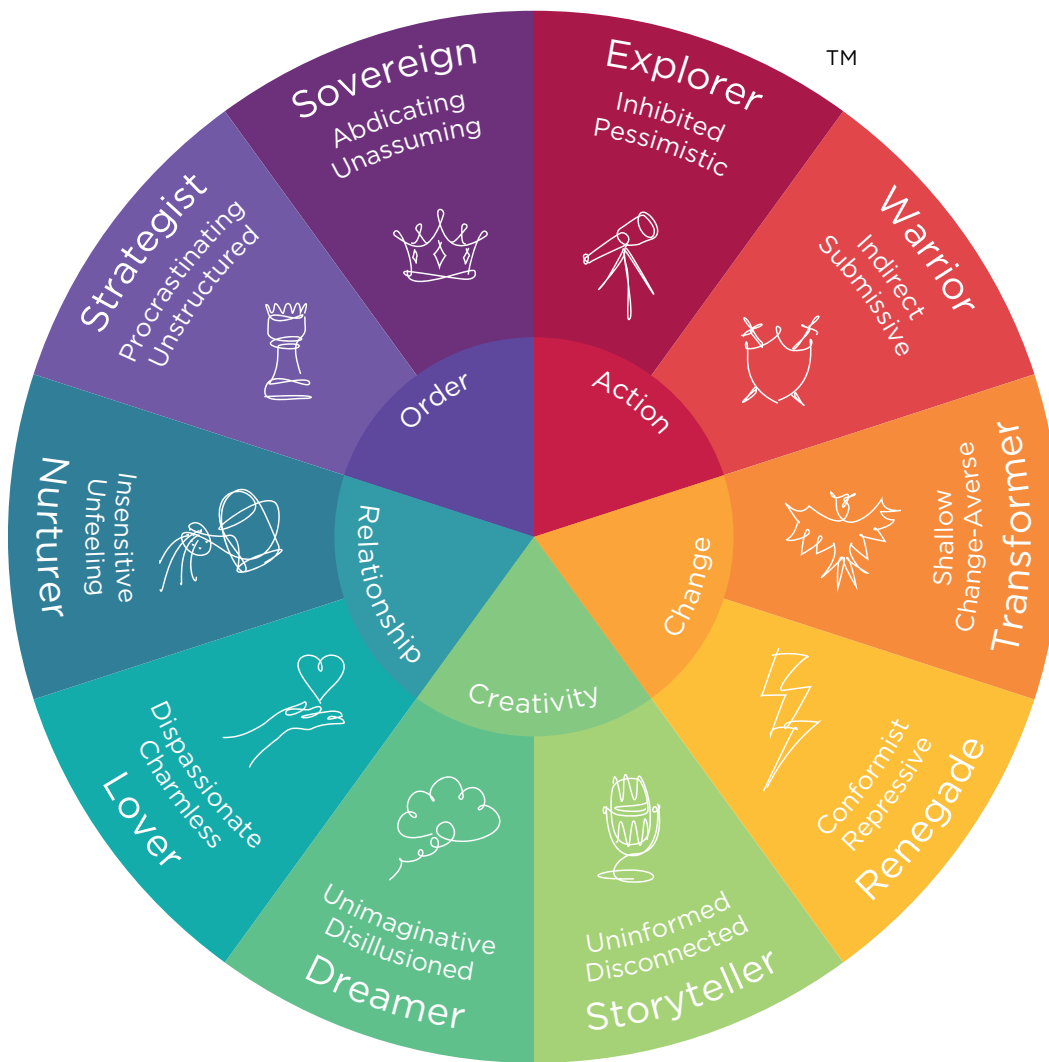


# Archetypal Leadership Shadows



## Too Little

The Archetypes that we use least we underplay. This has a cost to us. We may feel genuinely uncomfortable embodying them and may judge them as having no value. This may be a reflection of how we were raised, or the result of previous negative experiences with these Archetypes.



# Self-Assessment Form



## Shadows

- 1 On the form below, into the fields provided, once again write your **Top 3** and **Bottom 2** Archetypes from page 6.
- 2 For your **Top 3** Archetypes, look through the words under **Too Much** on page 12 and decide which words are closest to you on a “bad day.” Add these words to the spaces provided below (on the right).
- 3 For your **Bottom 2**, look through the words under **Too Little** on page 12 and identify which words represent the current cost to your life and leadership of NOT having access to these Archetypes. Add these words to the spaces provided below (on the right).

**Shadow of Too Much**  
(Copy **Top 3** Archetypes from page 6)

**Key words I recognize as true on a “bad day”**

---

---

---

---

---

---

**Shadow of Too Little**  
(Copy **Bottom 2** Archetypes from page 6)

**Key words of the cost of NOT accessing these Archetypes**

---

---

---

---

# Archetypal Leadership Shadows



## Sovereign



**Too Much:** Egotistic, Self-Centred, Narcissistic, Grandiose, Overpowering, Childish, Selfish, Ridiculing, Proud, Arrogant, Ostentatious, Haughty, Putting Others Down, Compulsively Centre Stage, "They can't do it without me"

**Too Little:** Apathetic, Weak, Uncentred, Dull, Dispirited, Unassuming, Lethargic, Lifeless, Low Energy, Abdicating, No Vision, Repressed Ambition, Low Self-Esteem, "Who am I to make a difference?"

## Strategist



**Too Much:** Narrow-Minded, Closed, Unyielding, Inflexible, Inert, Depressive, Pessimistic, Overcontrolling, Stagnant, Leaden, Rule-Bound, Risk-Averse, Rank-Focused, "Don't reinvent the wheel," "Don't rock the boat"

**Too Little:** Unrealistic, Impractical, Unstructured, Disorganised, Undisciplined, Scattered, Procrastinating, Always Late, Never Completes, Misses Deadlines, "I'll get to it eventually"

## Nurturer



**Too Much:** Compulsive Caretaker, Overshares, Oversensitive, Smothering, Overprotective, Food Addict, Unnecessarily Repetitive, Excessively Emotive or Emotional, 'Over-Feeds,' "They will always need my help," "They can't do it for themselves"

**Too Little:** Unfeeling, Insensitive, Lonely, Isolated, Numb, Undernourished, Unable to Slow Down, Lack of Self-Care, Emotionally Absent, Missing Instincts, "Feelings are overrated," "I don't ask for help"

## Lover



**Too Much:** Materialistic, Superficial, Backstabbing, Greedy, Gossipy, Ostentatious, Jealous, Flaunting, Sleazy, Gaudy, Fake, Money Obsessed, Overly Flirtatious, "I can sell anything to anyone," "Nobody can resist me"

**Too Little:** Styleless, Money-Phobic, Unaffectionate, Charmless, Unfriendly, Dispassionate, Frosty, Few Social Graces, No Eye for Beauty, Unresponsive, "I can't sell," "I'm not desirable"

## Dreamer



**Too Much:** Unrealistic, Vague, Confused, Escapist, 'Lost,' Gullible, Indecisive, Ungrounded, Naïve, Uncertain, Unbounded, Fantastical, 'Head in the clouds,' 'Pie in the sky,' 'Castles in the air,' "So many dreams, so little time"

**Too Little:** Unimaginative, Dry, Disillusioned, Dense, Nonbeliever, Limited Mindset, Unable to Visualise, No 'Inner Music', Can't imagine Competing Views of the Future, "If I can't measure it, it's not real"

## Storyteller



**Too Much:** Scattered, Unpredictable, Hyperactive, Heady, Fickle, Sly, Speedy, Busybody, Tells Tall Tales, Deceitful, Peddling Misinformation, TMI (Too Much Information), Creates 'Fake News', Never Grows Up, Addicted to Communication and/or Social Media, "You can't have too many ideas"

**Too Little:** Uncritical, Confused, Uninformed, Ignorant, Inflexible, Outwitted, Single-Minded, Lacks Mental Confidence, Feels Less Intelligent, Literal, Slow to Catch On, 'Out of the Loop,' "Wait, I don't get it!"

## Renegade



**Too Much:** Detached, Intellectual Arrogance, The Eternal Revolutionary, Misfit Genius, Overly Opinionated, Emotionally Absent, Uncaring, Robotic, Overly Eccentric, Contrary, Technology Obsessed, "I just don't fit in!"

**Too Little:** No Ideas, Conformist, Boring, Repressive, Change Resistant, Afraid of The Unexpected, Lacking Creativity, Technophobic, Not Curious, Living in The Past, "There's nothing wrong with the old way!"

## Transformer



**Too Much:** Manipulative, Relentless, Obsessive, Totalitarian, Change Addict, Power-Hungry, Pop Psychologist, Fascinated by Death, Compulsive Navel-Gazing, Conspiracy Theorist, Paranoid, Self-Destructive, Vindictive, Sadistic, "To be alive is to suffer"

**Too Little:** Shallow, Change-Resistant, Uninitiated, Naïve, Simplistic, Gullible, Avoidant, Pain-Averse, Afraid of Death, 'Takes Things at Face Value,' Unable to 'See Through,' "Don't open a can of worms"

## Warrior



**Too Much:** Bully, Impatient, Aggressive, Intimidating, Furious, Raging, Destructive, Vicious, Explosive, Reactive, Winning at All Costs, Sore Loser, Looking for a Fight, Too Quick to Act, Pre-Emptive Strike, "Fire, Ready, Aim!"

**Too Little:** Victim, Pushover, Weakling, Indirect, Quiet, Hesitant, Submissive, Undefended, Cowardly, 'Limp,' Fearful, Too Nice, Risk-Averse, Low Energy, Playing It Safe, "I'm keeping my head down"

## Explorer



**Too Much:** Restless, Tactless, Greedy, Overbearing, Zealous, Preaching, Inflated, Obnoxious, Boasting, Too Big, Too Loud, Overlooking Details, Oblivious to Other's Pace, "Grow or die!" "My truth is right!" "Bigger is better"

**Too Little:** Pessimistic, Inhibited, Hopeless, Constricted, Joyless, Cynical, Naïve, Narrow-Minded, Unfulfilled Potential, Missing The Big Picture, Stay-At-Home 'Local Yoke!', "I'm only safe with what I know"

# In Closing...



At work you show up with the **Leading Actors** that are called for in a given situation. Your **Top 3** are currently easily available to you and some will be your go-to favorites. On a bad day, because you so naturally and easily step into these Archetypes, you can also overplay them. Such overplayed Archetypes don't serve you and you have entered the **Too Much** area of the Archetype. For instance, if the Warrior is one of your favorite Archetypes, you may like to be assertive — and you may become a bully on a bad day.

As with the **Gifts**, it is unlikely that you will feel that ALL of the Shadows of **Too Much** apply to you. The learning here is to determine which ones you recognize — and which Shadows of **Too Much** people around you recognize.

The parts of us that we have the least access to usually have a cost to us and can sometimes severely limit our potential. If we have temporarily moved such Archetypes offstage, we can likely activate them again by making a conscious choice to do so.

However, with habitually **More Offstage Actors**, we may feel that we have no use for the behaviors associated with this Archetype or that these have little value. Sometimes such thinking reflects how we were raised, or they are the result of a previous negative experience with these Archetypes, or perhaps no one ever modeled their **Gifts** for us. Whatever the reason may be, a lack of access to an Archetype means we miss out on its **Gifts**.

Congratulations!

Now that you have concluded your archetypal Self-Assessment, you have an introductory sense of the Archetypes at Work™ Model. Imagine your leaders, across the enterprise, gaining access to this personal wisdom and applying it to their professional contribution. For this purpose, we have developed the APR, the Archetypal Preferences™ Report, easily scaled across your enterprise. A Guild of Practitioners, located around the world, engage with teams to tailor this awareness into learning and growth for the business to achieve powerful, permanent, positive change.

Visit us at [www.archetypesatwork.com](http://www.archetypesatwork.com)



Brought to you by: