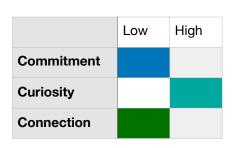### The Player

The player loves the challenge of work almost more than the work itself. Players get excited when faced with unexpected issues and actively seek challenges, embracing uncertainty as an adventure. They like to define their own job descriptions and responsibilities. However they do not feel committed to a particular industry or domain. They also do not view interactions with their ecosystem as an opportunity to develop meaningful connections in order to advance their knowledge, and they are less inclined to reach out to others to solve a problem. Players may be very successful in a company that offers many new experiences but may fail to meet expectations in an organisation that requires predictability and efficiency.

	Low	High
Commitment	■	
Curiosity		■
Connection	■	

The Loyalist

	Low	High
Commitment		■
Curiosity	■	
Connection	■	

The Loyalist is focused on achieving a significant and increasing impact in the industry or domain in which they work. Loyalists are excited to go to work and believe work gives them ability to live up to their potential. They believe their companies are making a difference in the ecosystem and that they are making a difference in their companies. Loyalists feel sufficiently rewarded for their contributions. Loyalists however, do not like to try new tasks and do not proactively seek challenges at work. Also, loyalists do not reach out to others for help with problems.

The Connector

The connector interacts and connects with others outside the company in order to learn how best to solve immediate challenges. When faced with a challenge, Connectors reach out to others for help. Connectors, however, tend to avoid challenges outside their direct area of responsibility. To accelerate learning and performance improvement, the connectors are more effective when paired with other types.

	Low	High
Commitment	■	
Curiosity	■	
Connection		■

The Performer

	Low	High
Commitment		■
Curiosity	■	
Connection		■

The Performer types are high-performers as long as the job function is well-defined. Performers thrive in the world of clearly defined processes, scalable efficiency, and approach work responsibilities with rigor. Performers typically love their work and are excited to to go to work everyday. They build networks to help solve immediate problems and aspire to achieve significant and increasing impact in their industry or domain. Performers, however, do not actively seek new challenges as a way to develop and learn more rapidly. Performers may not feel sufficiently rewarded for their efforts at work

The Learner

The learner connects with others inside and outside the organisation in order to address challenges they cannot solve on their own. Learners have a strong desire to understand what has been done before and to reach beyond. They do not like their jobs defined in detail and instead prefer outlining their own responsibilities - and their own path to solve problems. Learners, however, do not have a strong commitment to an industry or domain and work to learn rather than work to make an impact on their particular domain.

	Low	High
Commitment		
Curiosity		
Connection		

The Scientist

	Low	High
Commitment		
Curiosity		
Connection		

The Scientists are also high-performers, dedicated and willing to work beyond regular hours. They are willing to make personal tradeoffs such as take lower compensation or move to a less desirable location in order to make an impact in their domain. The Scientists find meaning in their work and feel that work gives them the ability to live up to their potential. To them, it is very important that the job provides an opportunity to learn and develop new skills. However, they are less likely to reach out to others for help solving an issue or learning how to address an unexpected problem.

The Explorer

The Explorer types are the high-performers who display a commitment to their industry or domain, while remaining curious to learn and develop new skills. They work well with others both within and outside the company. They do not hesitate to reach out to others for help in case of need, while extending their own help. They seek for challenging work continuously and at the same time willing to remain focused on define job-responsibilities. Explorers however find it difficult to work with those who are less curios or committed. But the focus on getting results helps explorers to deliver better than normal results consistently.

	Low	High
Commitment		
Curiosity		
Connection		