

OKA Workshop Exercise Output: Pearson-Marr Archetype Indicator™ (PMAI™)

The following data were collected by several groups being introduced to the Pearson-Marr Archetype Indicator™ (PMAI™). In the exercise, each of the 12 archetypes highlighted by the PMAI had a work station, and each participant in the workshop was asked to go to the 3 or 4 archetypes to which they most connected and answer the following questions.

When I am being guided by this archetype:

- What does it feel like?
- What motivates me when I am there?
- What does it look and sound like?

The following are the responses.

INNOCENT

Feel Like: Hope; almost spiritual experience (this is what I want from others—trust etc); potential for good; hopeful; positive; trusting; well-being; joyful-‘anything is possible’ feeling; enthusiasm about tomorrow; security

Motivates Me: Hope and trust—and getting hope and trust from others; the idea that the future is a good place—better than today; essential to believing group/individuals can lead; want/need for trust and a happy outcome; the general thought that all want the same out of this life; a good outcome; harmony; a better tomorrow; receiving & giving away love & goodness; building experiencing trust; faith & hope; reaching potential for self and others; to explore potential

Look/Sound Like: Sea of humanity-calm; you can do this difficult thing; “I will trust you until you give me a reason not to”; smile; welcoming; enthused; sharing; including; affirming others; faith-optimism, peace, enthused; confidence in moving forward

ORPHAN

Feel Like: Unfair; Resentful

Motivates Me: Self-protection; having my view confirmed (Realistic—not Cynical); protection; getting even; preparing for the storm

Look/Sound Like: Caution; voice of concern (doom); negative; cynical; real

WARRIOR

Feel Like: Taking charge; achieving; excelling; invigorating; eating my Wheaties; CHARGE!; strong; empowered (“damn the torpedoes—full speed ahead!”); crusader; energizing; 360° vision; surfing; keep eye on the ball; anger; action; energy; fearless; blood pressure higher;

assertive; competitiveness; focused; something I must do; certain; righteous; relentless; needs to get done now!; strong; bravery; courage; stand up (outside & inside); I am ready for the battle!; amore; strength; courage

Motivates Me: Accomplishing a goal; setting limits on unhelpful behavior; challenging incompetence and lack of concern; winning; victory; putting an injustice right; victory/success; action is needed, I can do it; accomplishing goals and making a better life for my kids; challenge; action; barriers; limits; by competition; winning; achievement; success; survival; leading; I can help; need to stand up for others!; injustice; I believe I am going to "win"

Look/Sound Like: "Fixing" a problem; can be intimidating (physically and intellectually); direct and often controlled emotions; objective/cold; courageous/outside of self; doctorate, mom, fulltime employee, wife, entrepreneur...; driven to take on the universe!; lone ranger; ignore the trivial, focus on objective; results; I can do it!; "my baby pit bull routine"; fast; energetic; aggressive; sweat; fast; loud; pushy; steamroller; detached but passionate/fiery; get out of my way!!!; assertive, firm face; strong eyes; gladiator

CAREGIVER

Feel Like: Comfortable, natural, emotionally rewarding; fulfilling; connection to others; value-added; making the world better 1 person at a time; sharing blessings; controlled by needs of others; good feeling inside; peace in my heart and mind; warm; positive energy; good; long term; valued; helpful; valuable; influential; connected; filling a need/being present; wanting to help; needing to nurture; being there for others

Motivates Me: Desire to protect; rescue; empower; giving of self to others, contributing; giving back; "passing it on"; others' needs; helping others growth; responsibility and love; It motivates more work and connection; how the person responds; change in another's perspective-the light brightens; love; empathy; to touch; to listen; to reflect back; to comfort; to take care of those with less resources (inside/outside)

Look/Sound Like: Empathic statements and inquires; advice; consoling words; supportive actions; thoughtful acts; connecting with others; listening, listening, listening; reaching out, happy faces of others; peace in my household; smile; positive sound in my voice; listening; healthy; joyful; push/pull; easy/difficult; touching; hugs-meeting; personal needs

SEEKER

Feel Like: Energizing; freedom; alone but not lonely; trying something new; adventurous; outrageous; I want to learn more about the world, people, myself and how we connect/relate; endless root-lessness; never ending; I am not finished, there's so much more to do; when I find it, I will complete it and move on---; being on an adventure, unbridled curiosity

Motivates Me: Entering the unknown; being the first to explore; potential of discovery; the fact that possibilities yield success; learning; thriving ; guest for growth and self-actualization; perpetual learning; continual learning; experiencing new ideas; what I might find!; that it never ends.....; finding novelty

Look/Sound Like: Dramatic, solitary, open, Bromberg song, "Top of the Slide"; something different or unexpected; let me read this book, take this class, attend this workshop etc...; being energized vs. being jaded; worn out; energy; the only thing that can stop me is death; I'd love to learn more about....; let's try it!

LOVER

Feel Like: Sensory overload; oneness; us against the world; connected at soul level; rainbows! Acceptance, passion; understanding and contextualizing; Sleeping In; harmonizer; in sync, more myself through the connection; open heart; inner-connected; inclusive; passion; errors; sexy; fun; energized; in tune with; connected; yearning to connect; warm, glowing; safe; stirring; peaceful-warm honey; sharing

Motivates Me: Giving; being wanted; acceptance, passion; understanding and contextualizing; connecting through relationships; space for sharing and being together; taking down that unread book in library of self because the connection makes me curious to see myself more clearly/more courageously; "only connect"; the other; union; warmth; connection; desire; harmony; disclosure; honesty; responses for others; cure; joy; mutual need; shared experience; desire to heal self and others; to give; connect-reach out; to be patient

Look/Sound Like: Private; secret; implicit; committed; sleeping in; enjoying a meal; long walks by the sea; community that cares; companionable silence punctuated by "did you know/see/imagine..."; a shared knowledge-experience intimacy; intent eye contact; leaning forward; sounds of listening; quiet voices; proximity; complicity; desire; flirting; wooing; affirmations; cheerful, gracious; are you happy?; harmony; warm; smiling; hugging; play together; welcoming; touching; open arms; shiny; quiet

DESTROYER

Feel Like: Drastic lack of Sentiment; detached-focused; world caving in; being put upon by others; need to end something that is broken

Motivates Me: Getting out; the end; look for new possibilities; resiliency vs. depression; creating boundaries; desire to become better than we are how to improve

Look/Sound Like: impenetrable; anger; brave vs. bravado; words & actions; letting go of the familiar

CREATOR

Feel Like: Complete elation; everything clicking; the best; energizing; imagining the possibilities (all of them); fulfilling; I can't turn the ideas off; a rush, a high, nonstop ideas; high energy, excitement; all things are possible!; in the zone (in flow); start with a blank sheet of paper; let me picture it in my mind to get a design; too many ideas-too little time; energetic; time disappears; deep breaths; concentration; constant thinking of new ideas; excitement; creativity; hope; flow-totally in the moment; purposeful; like I've made a difference; "popcorn thoughts"; effortless/frustration/inspiration; smart; powerful; energy; in sync; enlighten; birth; easy; peaceful; connected to ideas; in the zone; to make a difference; exquisite sensitivity or "antennae"; stimulating; exciting; joyful; breathless; the ah-ha; sense of flow—out of body experience

Motivates Me: Getting it out; communicating; new ideas/realities; endless opportunities; open flow; freedom; sharing "me" and my thoughts/ideas/energy; connecting pieces to create a clear consistent whole; solving a problem; pulling ideas, people, "raw material" together and creating something; cool great new; changing chaos to order and pattern, creating pictures; give birth to something new; something new replacing something old; new possibilities; deep energy; the new; cool ideas; procrastination; finding an answer to a challenge; the joy of producing what does not exist; to make a difference; new ways to look at thing differently; to help people; honor self; actualizing the vision; actualizing the purpose; new ways; stream line better; be unique; possibilities; potential; self-expression; connecting things; other archetypes; maximizing creativity in other ways; Rx/ validation—validating others; to work hard; be free

Look/Sound Like: My best ideas made tangible; original; unique; fresh; new; energized; contribution; making things better; just doing it and making it happen; pressured speech and lots of gesturing as I try to get all of the ideas out; let me make it work in my mind; total focus, headache after-wards; a tumble of ideas—four sentences at once trying to get out; pulling things together from the inside; making something happen that never happened before; "why not?"; what do you mean "it can't be done?!?"; charged up-energetic vs. laziness; I'm in another world; hard to communicate with; interrupt me; lots of talking; brainstorming; painless birth; art/visual; a hum; fun; light bulb over head; bright eyes/exciting voice; enthusiasm; needs to be tested; what is reaction to new idea/creation; isn't this interesting?; sparkly-triumphant; expression of love; beautiful

RULER

Feel Like: Being responsible; "I must do it;" "I have to;" responsibility; sense of accomplishment in leading others toward common goal; a necessary evil; empowered, strong; calm/control; natural; competent/focused; excitement; being bossy (too bossy); calm, clear, certain; productive; in control; able to fix it; know "the truth"; strong; I can do it, even if other's can not; the universe is orderly; leadership; in control

Motivates Me: Organizing; seeing results; desire to see things at least somewhat functional; self-control; situational—"if not me, who?"; making things "good" things happen—what "good" means depends on situation; progress/effects; making sure things are done well; accomplishing the goal; create; win/win situation; creating standardized rubrics that students & administrators like; straightening out a mess; making something work better; create order out of chaos; ability to get things done-accomplished; intellect; it gets fixed; that I have a position I am in charge of

Look/Sound Like: Giving clear directions; bringing order; rigid; gruff; frustrated; empowering individuals; promoting better collaboration; getting a group organized and focused; "the answer is...."; let's try it this way; "let's do it!" (no time for whining! ☐); ability to get best out of the people; conforming; voice of "command"; firm hand on till; head of table; loud/real; confident; organized; steering forward; smooth sailing; I was born to rule!

MAGICIAN

Feel Like: Dangerous; electric; naughty; transformational; connected on a deep level; powerful; drive to change; possibilities are endless; lightness/fun; empowered with a unique

talent; sometimes I just "get it"; somehow, I learned a secret path; counseling/coaching; knowing what I have no way of knowing; insightful; inspired; powerful; exciting; smart; feel it experience; clever; joy!; open to change; curious; open to what will emerge; prepared to be delighted; expansive in thoughts; flexible; soft; sure; strong; flow; invisible; open; timeless; being present; sense of well being; clarifying; inspiring (self and others); freeing; clarity and relief; full of wonder; connections; synchronicity I can trust; exhilarating; in the flow/ in the rhythm; I am a vessel through which change and healing occur; effortless; familiar

Motivates Me: Unknown; letting go and trusting; my job; catalyzing transformation; connecting with others; can do what no one else can do; seeing people grow and change w/o knowing they are; believing what "I know" and obeying it; studying human behavior-psychology; to be part of something magical; I see others "well", with the tools I've offered; movement; getting things to happen; enlightening others/helping others to "see"; what's trying to happen here?; I can help without being seen; ability to help others; you can see it in my eyes; understanding; influencing; creative change; "the light bulb effect"; find "nirvana" and share it; helpful; increased value/clarity; removes barriers; touching; deeper levels; self knowledge; unexpected break through; explore further/take risks

Look/Sound Like: Being open to the forces inside; power over your own destiny; over emphasize points; hand gestures and symbolic clothing/costumes; chaos; smoke and mirrors; intangible; I'm trying to figure out or recall how I did that; "what just happened?"; ah ha moments; counseling/coaching; to be part of something magical; a commanding voice/a wise voice imparting knowledge; play; humanity at their best; facilitation; asking questions; guiding; listening; call & response; silence; guiding through the inner landscape; discovery; research; gain understanding; quiet; listening; attentive; influences others always learning; excitement; ah-ha moments; heavens opening up; catalytic (no footprints); an open door to a delightful surprise; sweet; sane; grounded; multi rhythmic

SAGE

Feel Like: Wise; respected; energizing; comfortable; home; pressure; astuteness; digging for the ah-ha or eureka moment; peaceful; I know what I know at a cost and am willing to die for it; intellectually assured; light bulb moments; pleasurable, safe place; right; rainy day at the library/coffee shop; like an auto focus camera—click and it's all clear; inner peace; highly focused; 30,000 foot view and the microscope; keep insight; knowledge plus experience & intuition; caring a lot; self-confident, wisdom; inner knowing; sense of "real" accomplishment (when it works!); valuable; necessary; a rush; safe; competence; grasp; sane; grounded experienced; clear-headed; life experiences have paid off, confident in who I am and what I represent; life reveals its truth; right; peaceful; calming

Motivates Me: Desire for recognition (kudos on clarity, intellect and cleverness); gaps in system's information base; people expect it; my own discoveries especially within self; requests from others relating truth; curiosity; comfort, don't have to feel; being able to see where/what others can't see for themselves; self-improvement/life lessons; finding wise solutions, making wise observations; a feeling of deep knowing and a chance to share that vision; insights; teaching an adept/student; understanding the universal truths; care or cause for others or ideas; wanting to understand how the world works; to solve problems; sharing knowledge; teaching; desire to mentor others; thirst for knowledge; need to understand adventures;

meaning + value; "conscious competence"; books; more life experiences; quest to have even more knowledge; to create safe space so truth can escape; to go beyond myself; to share

Look/Sound Like: Organized; empathic; original; mysterious; wise; a-ha-ish; answer to the puzzle--but not simple one; questioning, pontification; consultant worth paying to client; "how's that working for you/me?"; tell me more, help me understand; "so, does that mean...?"; "I can see clearly now"; making a difference; wisdom from experience; "when it works for me, I've been doing/being X, how could you do/be so it would work for you?"; saying what is true; a slow walk through a library with hands and mind engaged; reading and research; taking time to assist & offer support/insight; wisdom; resourcefulness; I know it; teaching; writing; advocating; watching; reading; asking; listening; thinking; like to think I know it all; ah-ha; closed to spontaneity; challenging others, thinking out loud; trying new things; experimenting getting lost; have you ever thought about it this way?; candle; a high level of intelligence; "shimmering blue"; clear; unclouded; solid

JESTER

Feel Like: Fun; excited; buzzed; free; release; Be who you are!!!; break the rules; life's too short to be bored!; powerful...the right comment can have a positive and enlightening effect; comfortable; funny; silly!!!; sunny day at the beach; fun; happy; light; a touch of cynicism?; being "on stage"; engaged; fast; warm; "in the now"; crating perspective through harmony; not diminishing "reality" but helping to step out the "story"; self perpetuating; expansive; exhilarating; tapping into universal truths/shared energy; healing

Motivates Me: Making people more at ease; release of tension; connecting with others through laughter and joy; laughter; making me and others smile and laugh; how true laughter connects us; defuse group tension; few things are as serious as they seem....; lighten up—laugh; getting out of the box; seeing that situations are rarely as bad as they seem; humor; laughing; enjoyment; peace; laughter; bonding; desire to have "fun" at work; see other's laugh; notoriety; way to cope; adds enjoyment; desire to help others feel comfortable; is a way to establish common ground; is a way to establish a basis for truth telling; desire to be liked; desire to be loved

Look/Sound Like: Keeping things "light;" bringing some reality to a situation—speaking truth to power; bringing fantasy and humor to reality; fun; energy; light; funny; joking; relaxed; making in-the-moment funny comments; tinkling of bells; lots of laughter; smiling; chilled out; Saturday night live-running commentary; finding the absurdity in the moment and changing the content of the problem; jokes; laughing; enthusiasm w/ out worry; smile; sounds like jester—maybe something else underneath?; telling stories that help people connect humorously with situation; fun; laughter; relief; optimism; in/at its best- steady, warmth, connection; fun; at its worst-frenzied and disconnected; engaging audiences