



Know Your
ThriveTypes®

Each of us is on a journey to discover and honor who we really are. We desire to live our **purpose**, to most effectively contribute, enjoy community, manifest abundance, and live in balance. We want to connect with others and explore creative endeavors that are meaningful and of service. We want to produce extraordinary results while experiencing joy, playfulness and fulfillment along the way. Our opportunity is to do what is most fulfilling and easy, what feels most energizing and productive, what others most appreciate, and discover **how we can make the greatest contributions.**

With Intuitive Eye Readings, we support people to directly access this kind of success by assessing their ThriveTypes archetypes – which serve as a guide for how to lead, live and love from their place of greatest **authenticity, their personal sweet spot for thriving.** ThriveTypes help people quickly learn how to create better results and achieve deeper satisfaction; they provide a roadmap for focusing on **what they do best**, how they can best do everything they choose to do, and **how they likely feel most fulfilled.**

ThriveTypes assessments via Intuitive Eye Readings have demonstrated to be precise and comprehensive; their use **impacts results immediately** in all areas of leadership, life and love. A person's ThriveTypes point directly to their areas of **genius** and show the key **lessons** they have an opportunity to learn along the way. This roadmap is useful for guiding personal and professional growth for many years.

A distinguishing element of ThriveTypes assessments is they not only identify what people currently believe about themselves and how they behave, as do other personality assessments, they also **identify the most authentic values, skills and talents that are often hidden behind what we call Masks.** Masks are overlays of family and cultural training that distract and prevent people from engaging from their natural and innate ways of being. When a person is authentic, they substantially increase results throughout their business, life and relationships and experience much more joy, exuberance, collaboration, and fulfillment.

ThriveTypes archetypes form a framework for understanding ourselves and others. As archetypes, they are universal symbolic representations of specific patterns of values and behaviors. Our ThriveTypes offer us or those supporting us a unique opportunity to easily access our authenticity and a path for rapid growth. Rather than merely indicating our likely aptitude for certain jobs (as some systems do), ThriveTypes offer a rich and deep description of how each of us likely sees, feels and interacts with our world. There are more combinations of ThriveTypes than there are people alive! Plus ThriveTypes also reveal how we can become more **fluid and masterful at contributing who we are** so we make the biggest, most meaningful, most beneficial impact.

Knowing your ThriveTypes will quickly enable you to:

- Determine your genius or purpose and **step into how you best thrive** in all areas of how you lead, live and love – so you experience the greatest ease, productivity, and fulfillment plus make the greatest contributions;
- Recognize your most productive, impactful **growth opportunities** and engage them;
- Deeply understand and honor others in your life, relationships and workplace, and recognize which **differences and similarities** are at the source of challenges and at the heart of opportunities;
- Uplift and very effectively **improve professional and personal relationships** to empower more collaboration and synergy; and
- Identify and choose more **aligned relationships, partnerships, business teams, and communities**.

A ThriveTypes assessment, such as via Intuitive Eye Reading, describes these characteristics:

- **Talents** – fulfilling, authentic, and most productive skills, abilities + values, our purpose
- **Pacing** – rhythm and speed of integrating and sharing experiences
- **Communication** – order of integrating and engaging thoughts, feelings and actions
- **Decision-Making** – spaciousness or focus and preferred speed in making choices
- **Defense** – protection mechanism of overusing flexibility and/or structure
- **Motivation** – goal that is sought out and deeply satisfying to achieve
- **World View** – consciousness, perspective, philosophy, or underlying framework

Masks

For each of the ThriveTypes categories listed above, a person has a set of authentic expressions, which define their genius or sweet spot, and many possibilities of deceptive Masks. Masks are what we learned to do (or stop doing) as children to get the love and attention we needed by meeting the expectations of our caregivers (e.g., parents, grandparents, nannies, older siblings and teachers) and culture.

When we engage an activity using a Mask, we likely **try hard, work hard, waste energy, and create more struggles**. We may have developed skill using a Mask, but we don't feel fulfilled doing it. We usually feel exhausted and can't make as great a contribution from it as someone who is expressing that trait authentically. People often don't like us when we engage from our Masks – they recognize we're being inauthentic and prefer we are real.

As adults, even if our Masks have faded into the background, they often appear when we feel stressed or scared. Recognizing we feel nervous, uncomfortable or scared is the first step towards letting the Mask go. Loving our Masks for getting us here, to this place in our lives, allows them to gently loosen their grip, which increases our flow of aliveness, creativity and authenticity.

Talents

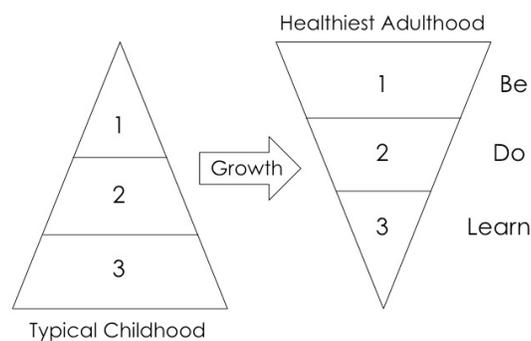
Every person has natural skills, abilities and values. When organizations and communities support people to utilize their authentic Talents, they easily produce extraordinary results.

There are 7 Talents, and each person has 3 layers of authentic Talents in an order: 1st, 2nd and 3rd. The 1st is the most authentic Talent, the essence of who and what we are at our core. We are able to make the most meaningful contribution in this area, more than anyone else who does not have this as their 1st Talent. Our 1st Talent is at the central core of our being, it is how we Be in the world, the center of our purpose. Our 2nd Talent is the next most authentic and influences how we express our 1st. Our 2nd is often what we Do since it typically develops when we are teens or young adults, around the time we choose our career. Our 3rd Talent is least authentic but still real and influences us, typically in how we most naturally and easily Learn. A person typically matures beginning from their 3rd to their 1st, so when younger, the 3rd

is usually more noticeable. Then later in life, if we keep growing, the 1st is most apparent. Most people have developed only to expressing their 2nd Talent when they choose careers, hence, **most people aren't working in their Genius**. Some people have made career decisions from their 3rd Talent or Masking, which is that much more challenging.

Most people unknowingly enter relationships based on their Masking, particularly Talent Masks. This is evident in people's choices of romantic and business partners, bosses, and the employees they hire. Sadly, these are ways we **unintentionally keep our family of origin challenges in repeating cycles as adults**.

Everyone's opportunity is to loosen the influence of their Masks and integrate the expression of their three Talents to allow their 1st to lead. This is very possible, but sadly, it does not often occur. **Knowing one's ThriveTypes speeds this process immensely!**



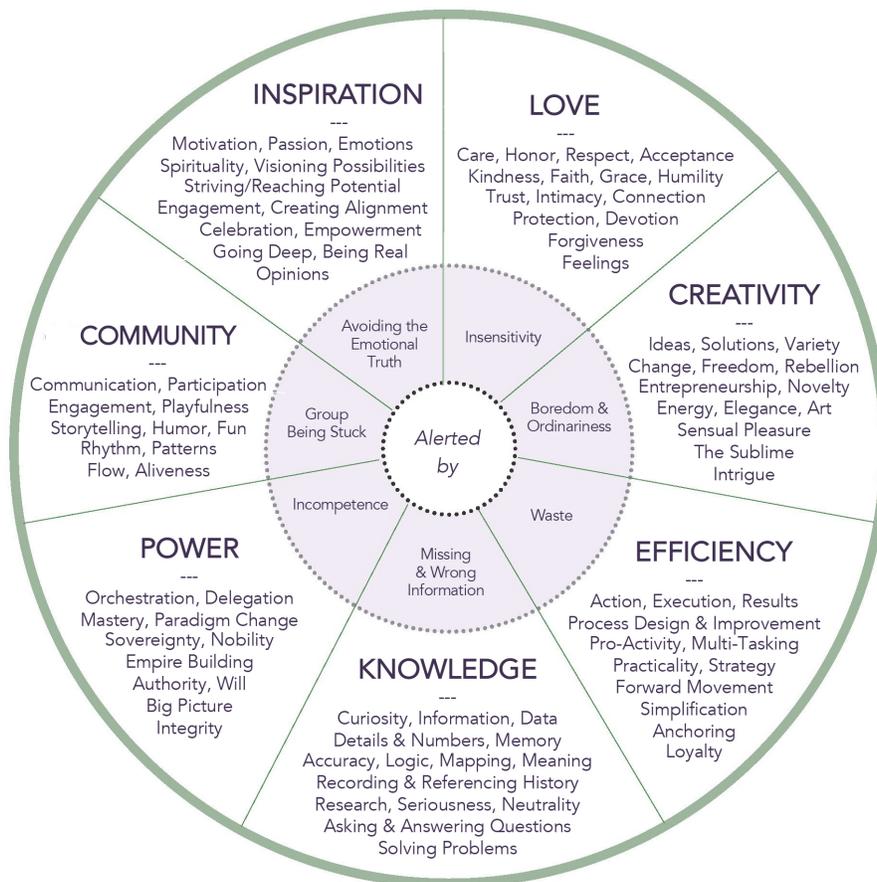
Each Talent provides great and valuable skills and follows a process of development with typical lessons. As we grow and mature in our Talents, we move through the underbelly of each Talent to discover its gifts. At first we often express our Talent too strongly in a demanding and self-defeating way that cancels out and sabotages any contribution (Lesson 1). Next, believing we need to prove we are good at it, we express our Talent too intensely and make only a small contribution (Lesson 2). Eventually we begin to relax into our Talent and make a much more impactful and desired contribution (Lesson 3). Finally we trust ourselves and unleash our Talent's full and gentle power (Lesson 4).

A person's genius or purpose is a combination of:

- which three Talents they have and the order they're in,

- the developmental stage at which they are expressing each Talent,
- how well integrated their Talents are together as a cohesive whole, and
- all of their other ThriveTypes characteristics combined.

Recognizing even one of a person's Talents usually provides them with a quick and deep experience of being seen, so in an assessment, we often start here.



INSPIRATION. Those with the Inspiration Talent are passionate, clarifying, focused and visionary. They are alerted by avoiding the emotional truth. They love growth and transformation, and in earlier lessons they speak in “should,” being judgmental about the speed at which people are moving towards what's possible – they want it now! When more mature, they trust the unfolding process of people, groups, and projects reaching their potential. In their presence, others recognize and tap natural motivation to achieve what they really want.

LOVE. Those with the Love Talent are patient, devoted, compassionate and caring. Deep, one-on-one connections are essential for them. They are alerted by insensitivity towards others and take care to ensure everyone is honored. They can be fierce protectors. Those who are expressing in the earlier lessons often do “tough love” instead; they are typically enmeshed, overly sensitive, caretaking martyrs who drain others’ energy. When more mature they have learned to love and accept themselves first and foremost, which allows them to deeply radiate unconditional and abundant love to others.

COMMUNITY. Those with the Community Talent are playful, humorous, and expressive community builders. They are alerted when a group is stuck, sensing the changed pattern or lack of flow, such as when something needs to be voiced. They can tell a great story using their natural skills of articulation and rhythm. They have appetite; they are full of zest and desire for a full body experience of life. They grow from aiming to be the center of attention to smoothly and subtly facilitating group interaction to build joyful teams and communities. When more mature, they keep all interactions real, flowing and fun – or why do anything at all?

CREATIVITY. Those with the Creativity Talent are diverse, unique, inventive, and often a bit rebellious. They love all forms of sensual pleasure (e.g., sight, sound, smell, taste and touch). This Talent has the most diversity; some people with it create beautiful, tangible objects, however many are all about novel ideas or flowing, sublime spaciousness and energy. They are alerted by ordinariness, always preferring the imaginative and unusual. They are creative problem solvers and in earlier lessons can be distracted daydreamers, aware of so many enticing ideas at once. When less mature they are also defiant and demand freedom for themselves. As they mature, they provide freedom, pleasure, and creative opportunities and choices for others.

POWER. Those with the Power Talent are willful and fearless; they create new paradigms and delegate to bring them into existence. People who aren't intimidated by them are often attracted to their charismatic presence. The Power Talent is rare. Those with it have big goals; they are ambitious and insist on determining and following their own plans. They easily identify the best people and resources needed for any project and are alerted by incompetence. They can be domineering, overpowering and coercive. When more mature,

they discern whom to trust and orchestrate large projects by respecting other people and sharing the power.

EFFICIENCY. Those with the Efficiency Talent are tactical, strategic, and effective implementers. They insist that things function well; they are alerted by waste. Every action must produce value, or they feel quite frustrated. They require results and forward movement. Everything must make strategic sense, or they hesitate to take action. At first they tend to go it alone, making things hard, forcing and persevering. When more mature, they learn to coordinate activity flow with others and collaborate to peacefully guide smooth and easy manifestation.

KNOWLEDGE. Those with the Knowledge Talent are curious, focused investigators. They explore, experiment, and reflect. They are alerted by missing and wrong information. They can be like encyclopedias, easily memorizing and connecting information together in ways that help everyone better understand. They see in maps, solving puzzles by connecting the dots. They mature from being overly detail-oriented, scientific and detached observers into connected, intuitive, eager participants in their quest for core truths.

Talent Masks lead us try to prove we have a skill and capacity we don't authentically have. We usually only reach moderate ability in these areas despite great effort, and the Masks interfere with our ability to do what is authentic. Masks distract us from our true Talents, exhaust us, and actually push other people away. We can also have a Talent Mask on top of a Talent that we really do have. This will cause us to either overdo what is natural in an inauthentic and pushy way or repress and avoid expressing our natural Talent altogether (an Anti-Talent Mask).

Wearing Talent Masks drives us to choose careers, supervisors, employees, and love relationships that are endlessly stressful and unrewarding. Typically **the biggest shift a person can make is to recognize and release their Talent Masks and allow their authentic Talents to lead and shine.**

Pacing

Everyone has a natural rhythm at which they feel most at ease. This is the rhythm or Pacing at which they most easily integrate their experiences, communicate, and contribute. This is true for inner processing as well as outer actions and interactions with others.

Some people are more **Leisurely**, wanting to consider and often discuss one topic more slowly and for a longer time before moving on. Others are more **Quick**, wanting to rapidly explore, share and jump around from topic to topic, layering back to previous topics several times before completion. **Quicker people get frustrated** with others' Leisurely Pacing, and **Leisurely people get exhausted** with others' pressure to keep moving Quickly ahead. Both Quick and Leisurely Paced people can be similarly intelligent and provide brilliant, deep, and insightful ideas and participation – more Leisurely people do it in one big chunk that can seem to some like molasses, and Quicker people do it in smaller bits that can seem to others like rapid fire.

Like all traits, we can also experience Masks over our natural Pacing. Forcing ourselves to go any Pacing that is not natural can be draining for us and annoying to others. Pacing Masks can be noticed when a person feels nervous or scared because they go faster or slower than they normally do when at ease. Some people feel stressed much of the time, and consistently go at a pressured or dragged Pace. As we learn to simultaneously honor our own Pacing and meet others in their Pacing, we become more flexible and acquire the capacity for a greater natural range of Pacing.

Pacing is determined on a scale from Leisurely to Quick, with some people being Mid Paced. Most people fall in a range between 30-70. Each person has a narrow or broad Pacing range that is most authentic.

- **Leisurely Paced** people do everything more slowly and talk with longer pauses
- **Mid Paced** people have a moderate rhythm to all they do, speak, etc.
- **Quick Paced** people are fast in speaking and movement, often interrupting others
- **Variable Paced** people have a larger natural range overlapping two of these zones
- **Fluid Paced** people flow naturally throughout the entire range by choice

All people can become Variable Paced and then Fluid Paced as they grow.

Communication

All people integrate, process, and communicate about their experiences in their own step-wise pattern. We each use a 3-step cyclic process that includes **Feeling, Thinking** and **Acting**. In this way, we each combine all the components of awareness and behavior and do them in a **personalized order**, selected from 7 options. We do our first step all the time, we do our second step sometimes, and our third step happens more quickly as we relax into finishing the cycle, and go back to the beginning to start again. We frequently overdo or underdo our second step, and this gets amplified by any Masks we have covering over our natural style of Communication.

People with **Think First** use their mind to be precise, focused, detailed, and specific and often focus on content. People with **Feel First** use their heart to be open, spacious, connecting, and focused more on context. People with **Act First** use their body, have a gut response and are direct, kinesthetic, and in motion while focused more on intent. People who express Thinking earlier tend to value truth over harmony, and those who express Feeling earlier tend to value harmony over truth (this can be substantially influenced by their Talents as well). People who express Action early on value movement and flow.

We each have 1 of these 7 Communication processes. They are listed below approximately in the order of most to least prevalent in the United States:

- **Think Feel Act** people want to know the purpose of an interaction up front. They share thoughts easily and feel privately, tending to only share their feelings when safe. They get congruent with both thinking and feeling before taking action.
- **Feel Think Act** people connect first, feel their way into the big picture, and speak in generalities. Often they share feelings easily and wait to "think it through" before sharing thoughts. They get congruent with both feeling and thinking before taking action.
- **Feel Act Think** people feel into the big picture, realize what they want and may or may not take time to communicate about it. They leap into action, then afterwards think and learn from the experience for the next time. They protect their freedom to act so they can do something if and when they are ready. Society and many people judge this order as impulsive.

- **Think Act Feel** people focus, plan, and often do share their thoughts, They jump into taking action quickly, moving things forward. Then afterwards they know if they liked what they've done. They protect their freedom to act but do so in a more structured and planned way.
- **Act Feel Think** people are keenly aware physically. They engage kinesthetically from a gut level, feel their way through it, and then learn from the experience.
- **Act Think Feel** people have a gut response leading to structured movement. They learn by doing, have great stamina, and determine their preferences afterwards. Although their thoughts are available, they may not be shared.
- **Fluid** people are integrated, intuitive, open, flexible, and flowing. They experience and communicate all awareness at the same time, in whatever order serves. They freely share all steps and can easily meet others wherever they are in their order.

We can be trained to process in a different order than we naturally do or to overdo or underdo particular steps – these are all versions of Masks. Accepting our natural Communication process and moving towards Fluid Communication is facilitated by letting ourselves go through each of our steps fully, in order, without getting stuck, and then moving towards experiencing the cycle more quickly.

Two people with different patterns of Communication can learn to ease their interactions. It is important to acknowledge and follow their own order internally before communicating. When they get to their step that matches the other person's first step, then it is time to share. If person A is speaking to person B, who is Feel First, person A ought to process in their natural order internally and then share their feelings with person B. Person A will feel better understood, person B will feel met, and both can better relax into the interaction. Similarly, person B will process internally and then share to match the first step of person A. Growing one's capacity to do this consciously (not out of a Masking expectation of what "should" happen first) also speeds one towards Fluid Communication.

We frequently judge different styles of Communication in our society. People who Think before Acting often judge those who don't as impulsive. Also, people with Feel Act Think and Act Feel Think Communication (both have Think after Act), particularly if they also have Artisan Talent, can be mis-labeled as ADHD, which is a distinctly different phenomenon.

Decision-Making

There are common patterns we use for making decisions. Some people prefer to look at only a few options and decide quickly. Some look at many options, get more opinions and take a long time. Others vary with each situation. **There are 6 basic Decision-Making approaches,** and each person typically has 1 of them.

- **Confused** decision-makers don't know what they want except that they want to make the "right" decision. They doubt themselves and get stuck while waiting for direction and answers from outside themselves. They may put on the brakes in a form of analysis paralysis or simply go along with what others want without sharing an opinion of their own.
- **Convergent** people look at few options and converge in on a decision quickly for fear of wasting time before making a decision. They want action and fear stagnation. They prefer to not include others in the decision-making process since it slows things down. They know they can always change course, making a different decision later. The forward movement of choosing and implementing that choice is essential for them.
- **Divergent** people diverge out to many options, fearing wasting time after making decisions. They feel stress about going in the wrong direction and wasting effort. They prefer to look at many (maybe *all* of the) options and include lots of people and opinions in the process. They rarely change direction once a decision is made. Making a good choice, the right choice the first time, is essential for them.
- **Switchable** people use either Convergent or Divergent approaches depending on who and what is involved. They often wait to see what others do, then they automatically do the opposite. Their subconscious intention is to be helpful and bring balance, not to be antagonistic, however it can be rather challenging for others. They can go either way when deciding on their own.
- **Variable** decision-makers recognize the value of both Convergent and Divergent methods. They have some ability to consciously choose how to engage, through a

portion of the entire range (e.g., a person could be more Convergent with some Divergence or vice versa). These people have much more ability to move towards another's approach or shift with new information.

- **Fluid** decision-makers can flow throughout the entire range from Convergent to Divergent. They consciously move towards the best choice based on the situation, the people involved, etc. They are not passive and don't necessarily wait for others; they are responsive to what the situation calls for as opposed to exclusively following their own personal tendency.

Decision-Making in groups can be greatly facilitated with awareness of these different approaches, and people can be selected to work on different projects or with different people based on their decision-making preferences.

People can have Masks for Decision-Making as well, which typically brings more stress to themselves and to others attempting to make decisions with them.

Defense

U.S. society has gender stereotypes of strong, clear, competent, and reliable vs. soft, nurturing, adaptable, and caring. Every person, regardless of sex or gender, has an innate capacity to be both Structured (strong) and Flexible (soft). Our Defense describes our bias or tendency we have when under stress and also how we tend to behave throughout our life, work and relationships. **There are 4 basic reactive Defenses and 1 responsive and response-able, non-defensive, conscious stand.** Our Defense is not innate but learned during the first two years of life based on our relationships with our parents and caregivers.

- **Distant** people play out stereotyped roles as an act. They hold back both natural abilities with Flexibility and Structure and instead simply do what is expected – they don't engage from skills but learned roles, such as the provider or nurturer. Those with a Distant Defense have a deep fear of not being wanted. They don't share, or sometimes even know, their own opinions and preferences. In a conflict they may **freeze** (become immobile, stuck). They tend to make commitments only if expected.

- **Structured** people overuse and depend upon clarity, avoiding their natural capacity with Flexibility and connection. In subconscious reaction, they protect themselves by focusing on knowing what they want and need and by requesting (or demanding) it. Structured people tend to be organized in space and time. They are strong and determined. They are hesitant to ask about or adapt to what others want and instead do what they choose. They are more likely to notice a conflict and take action about it, not scared of a **fight** (aggression, pressure or deflation). They love to plan, execute, and demonstrate how much they can accomplish. If they make an agreement and realize they prefer to change it, they promptly reach out and say what they want instead. They tend to over-commit and then struggle to reach their goals, ultimately under-delivering and blaming themselves despite lots of hard work.
- **Flexible** people overuse and depend upon adaptability, avoiding their natural capacity with Structure. In subconscious reaction, they protect themselves by putting the attention on other people and their needs and wants. Flexible people tend to be spacious, disorganized in their physical environment, and loose with time. They are soft and caring, willing to shift what they'll do so it works for others. In a conflict, they are more likely to **flee** (run away or distract), **faint** (feel unclear, confused or tired) or **fawn** (show exaggerated affection or admiration), physically and/or energetically. If you ask their opinion, they may not know their own preference, or they may know it but feel afraid to say it, asking about what you want instead. Sometimes they make agreements, realize they want something else, then avoid creating a new agreement, and just do their own thing hoping it will all work out. If an issue arises, they avoid it, hoping the problem will go away. They tend to avoid setting goals or under-commit, agreeing to do less, and often then over-deliver and impress people by the end.
- **Switchable** – goes back and forth from overdoing Structured to overdoing Flexible in subconscious reaction to whatever is happening. Switchable people can **flee**, **faint**, **fawn** or **fight** and even go back to Distant and **freeze**. When less mature, and this is most common, they tend to switch or flip to the opposite Defense of the people around them. Eventually Switchable people mature to a second stage in which they still automatically or subconsciously react, but now they move towards the other's

Defense instead of away. This is a huge step towards decreasing overall defensiveness, because when two people of the same defensive style interact, they avoid conflict or soothe it easily. Switchable people can have any pattern of under- or over-committing and under- or over-delivering based on their defensive expression in each moment. Switchable people can be challenging for others because no one can easily predict what they'll do. People with Switchable Defense also often do the opposite of others in a variety of ways as well (e.g., if another person worries, the Switchable person with them often stays calm and vice versa).

- **Fluid** – is a non-defensive stand, both soft and simultaneously strong, embodying and expressing both Flexible and Structured in conscious choice. Fluid people realize that reactive Defenses don't actually offer any protection. They instead **flow**, knowing that they can honor themselves and others simultaneously. They look for co-creative win-win solutions which tend to calm others' defensiveness. Everyone can grow to become Fluid by getting conscious of their fear signatures (their particular patterns of freeze, flee, faint, and fight) and learning to shift in the moment. Another trick for becoming Fluid is to notice others' defensiveness and attempt to consciously match them.

Our Defense impacts how we generally live our lives, and these unbalanced tendencies in us get exaggerated when we are triggered and stressed. For example, people who are Structured typically keep their spaces neat and are on time, whereas people who are Flexible tend to be messier and more often late. The way to end defensive behavior is to recognize when it is happening, relieve and soothe our underlying fears, become present to what we lose by being defensive, and take small steps in the direction of the other Defense. This can be done during our everyday experiences (noticing how we tend to plan and organize or tend to avoid planning and prefer spontaneity) as well as when we are particularly reactive. This needs to be done by choice, not from the context of "should" or it becomes a Mask.

Defensive differences often cause the greatest problems in professional and personal relationships. Coaching or therapy in this area frequently leads to rapid and significant growth.

As mentioned above, it is possible to have a Mask for a Defense as well. For example, a person who is not Structured might believe they must be Structured at work, so they might have a messy house, car and bedroom yet have a perfectly organized desk at the office. They are, however, still not likely to directly address all conflicts at work. Alternatively, a Structured person might be very strong and clear at work but then be overly adaptive, cautious and held back from expressing their opinions (Flexible) in romance.

Motivation

Our Motivation is what drives us. The options are easily understood as pairs of opposites, and a big lesson of each is to learn how to do that Motivation in balance (rather than pendulum swinging in overdoing that Motivation to underdoing it). **There are 7 Motivations and Fluid, and we each have only 1.**

- People in **Growth** are enthusiastic and expansive. They want more and more. They are eager to learn new lessons and regularly engage new things. They can go too fast and take on too much, causing them to get overwhelmed and pull back, a temporary switch to the next Motivation, Self-Preservation.
- People in **Self-Preservation** often have a physical, emotional or intellectual challenge, a different ability, or extreme trauma. This Motivation is about focusing on only a few things and doing them well; sometimes they do those things at a genius level. When their focus has been too narrow, they temporarily switch to expansive Growth.
- Those with **Acceptance** often begin by wanting acceptance for themselves. They will struggle to get it from others, and as soon as they discover how to give it to themselves, they are suddenly abundantly and generously able to give it to others. If they are accepting in a way that becomes too broad in a way that is harmful, they temporarily switch to selective Discernment.
- **Discernment** is about being selective and refining. These people love to evaluate, critique, and discover what is good, which often occurs first by identifying what is bad. They are all about improving things. They don't understand how others can't see the

obviously poor qualities that for them are very apparent and require action. When they overdo critiquing, they temporarily switch to Acceptance.

- **Dominance** is about knowing one's own purpose and only engaging and participating in interactions to fulfill that purpose. People with Dominance will only engage in a situation to get what they want; they can be very direct and forthright, although they may not lay things out on the table. Others find this domineering. If they overdo Dominance in a way that begins to keep them from achieving what they want, they can temporarily pull back and switch to Submission.
- **Submission** is about supporting another purpose such as a worthy cause, mission or person. They look to accomplish the greatest good for the greatest number (e.g., people, animals). If they over-submit, or if their cause goes a different direction than they had anticipated, they temporarily switch to Dominance.
- **Relaxation** has a stereotype: the hitchhiking beach bum. People with Relaxation engage what is in front of them, relaxing into their experiences. This is how things go well for them. People with Relaxation appear throughout society, not only at parties or on the beach. They typically don't get as upset as others but instead get mellow. Sometimes they appear as if they are high when they are not – they are simply calm and easygoing. People who overdo Relaxation can switch to any other Motivation temporarily.
- **Fluid** people are able to consciously and intuitively move between all the Motivations to whatever serves most in the moment. As people move from their Motivation to Fluid, they first balance their own Motivation and then gradually embrace greater capacity with each of the other options based on what is happening in their life. They no longer get attached to any one perspective.

Masks can occur in Motivations as well. For example, someone having Growth might believe they need to be very Accepting of others. Also, someone with Relaxation might push themselves forward to look like they have Growth at work.

World View

We each see our experiences from different perspectives or philosophies that describe different ways we define success. **There are 7 World Views.** We all begin in Survival and then continue progressing and growing, or we pause at one World View for most of our lives.

- We're all born in **Survival**, figuring out how to get our most basic needs met. When adults are in Survival, they focus on getting food, water, clothing and shelter – with an attitude of scarcity and desperation. Many people living in poverty don't experience scarcity and actually use a broader World View, however, someone in a disaster or who suddenly becomes homeless may temporarily see from Survival.
- Classic **Security** is a two-year-old child learning the rules. It is the stage of gaining independence and learning to say, "No!" to test out what the rules are. When at a friend's house, a child might say, "My mommy doesn't do it that way," as if there is a clear right and wrong. When an Adult is in Security they live by rules and try to get others to comply with them. They avoid doing the unexpected.
- In **Success**, we want to be respected and admired by our peer group – we want to climb in status to the top of the heap. This is common for preteens and teenagers who desperately want to be popular. Every group defines Success differently. Some might want beauty, money, power, possessions, etc. and others might want to be seen as spiritual and enlightened, intellectually successful, or most uniquely and boldly rebelling against society. People strive for whatever their peer group values. Their competitiveness and self-focus are what identifies them.
- Next is **Connection**, when people define success by whether their relationships are meaningful and going well. The focus tends to be on friendships, romantic relationships, and business relationships; people aim for them to be deep and intense. The goal is to have a greater quantity of higher quality connections. At this stage people are often beginning to be more "real" and sharing more of who and how they really are.

- There is a big shift for many people as they transition to **Fulfillment**. People here are now focused on themselves and on what they want for their own joy and satisfaction. They aim to feel successful on the inside. Old beliefs are questioned; people look for new answers and new meaning about why, how, what – they are recreating or for the first time discovering their life purpose. At this stage hobbies often deepen and can become a new career. There are often several rounds of exploration of one's genius or sweet spot and trying out new ways to express and share it, whom to share it with, etc.
- **Presence** is about integrating and connecting previously separated personality elements together. All family-of-origin issues get resolved – not necessarily with one's relatives but internally. In all the ThriveTypes characteristics, people in Presence have been balancing, deepening, maturing and becoming Fluid. They grow to the deepest lessons of their Talents. They become aware of the interconnectedness and perfection of everything, not merely in words – in an embodied knowing. People in Presence are resoundingly authentic and deeply present in each moment.
- People rarely get to **Service**. Here people switch to universal service and focus outside of themselves knowing that everything is interconnected and that serving others is serving themselves too. There is no egoic interest in recognition; they are powerful and humble. When in Service, people are infinitely response-able. They engage as healers, teachers, and leaders – often of other healers, teachers and leaders – contributing on a large scale with a focus simultaneously on the present and the future. Most spiritual teachers are not yet actually in Service and are instead in Success (Spiritual Materialism and Spiritual Bypassing), Relationship, Fulfillment or Presence.

Some Masking is possible in World View as well. Many people feel pulled back by the World View of their family of origin. Also, when someone grows, they often feel pulled back by friends who are not growing at the same rate. This often brings up subconscious fears about leaving others behind.

Knowing and Engaging Your ThriveTypes

A **complete assessment or reading** will define your particular selection of all these ThriveTypes – the ones that are authentic for you – and it will also shine light on your Masking. Becoming aware of your ThriveTypes will likely have an immediate and huge impact on how you **understand yourself, see other people, and interpret your interactions.**

Quickly you'll see ways you can change your beliefs, thoughts, and behaviors so everything is easier and you experience more joy and better results. In particular, recognizing one's natural Talents can open up a whole new area of passion and creative expression. Also, each characteristic has a series of lessons to engage. Over time, you'll accept how and where you are, learn, grow, and have a **greater range of choices** in all you do.

Individual, couple and team assessments are available along with customized coaching. Trainings, classes, and further reading are ways to continue to engage this new awareness of your ThriveTypes and grow yourself and others around you deeper into their genius.

Big arenas in which ThriveTypes are useful include:

- determining one's **life purpose**
- tuning or choosing **career direction**, selecting **great employers** and managers
- advising on various **human resources and talent management** activities (e.g., hiring and firing decisions, realigning teams, motivating and managing employees, getting the most from everyone while contributing to them, culture change)
- **improving personal and professional relationships** that are having challenges
- identifying and stepping into **new opportunities in existing relationships**, empowering collaboration
- making new romantic choices and **matchmaking** (certain patterns of ThriveTypes align more easily and produce more growth than other combinations)
- **life, business and relationship coaching** and therapy
- **parenting**
- **sales, marketing and customer service**
- designing **education** and training strategies, business **negotiations** and law
- performing arts and casting

ThriveTypes assessments are designed to open possibilities rather than label and limit – they elucidate opportunities and speedy pathways for thriving, for everyone.

Acknowledgements

We are grateful for the support of many clients, colleagues and friends as we've been developing and refining this work over the last 15+ years. In particular, we appreciate Whitney Walpole and Culture Counts for their continued encouragement and support to make this work accessible and practical and for demonstrating its effectiveness over and over again.

Intuitive Eye Readings & ThriveTypes Assessments

Contact us to get a reading or assessment for yourself and others in your professional and personal life. We have much additional information and are continuously creating books, classes, coaching, and training. We are eager to share these valuable tools with you, your team, and your organization, as well as your partner and children.

We are passionate about the power of knowing one's ThriveTypes, purpose and genius. We provide many options for moving forward, including customized packages, so we're sure there will be something that is a great next step for you.

ThriveTypes.com

IntuitiveEyeReading.com

MatchmakingSoulmates.com