

MASTER YOUR SUPERPOWERS



John Doe
SPONTANEOUS INITIATOR

(COMPANY NAME) MANUAL
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AN ELEMENTAL SYSTEM FOR COMMUNICATION

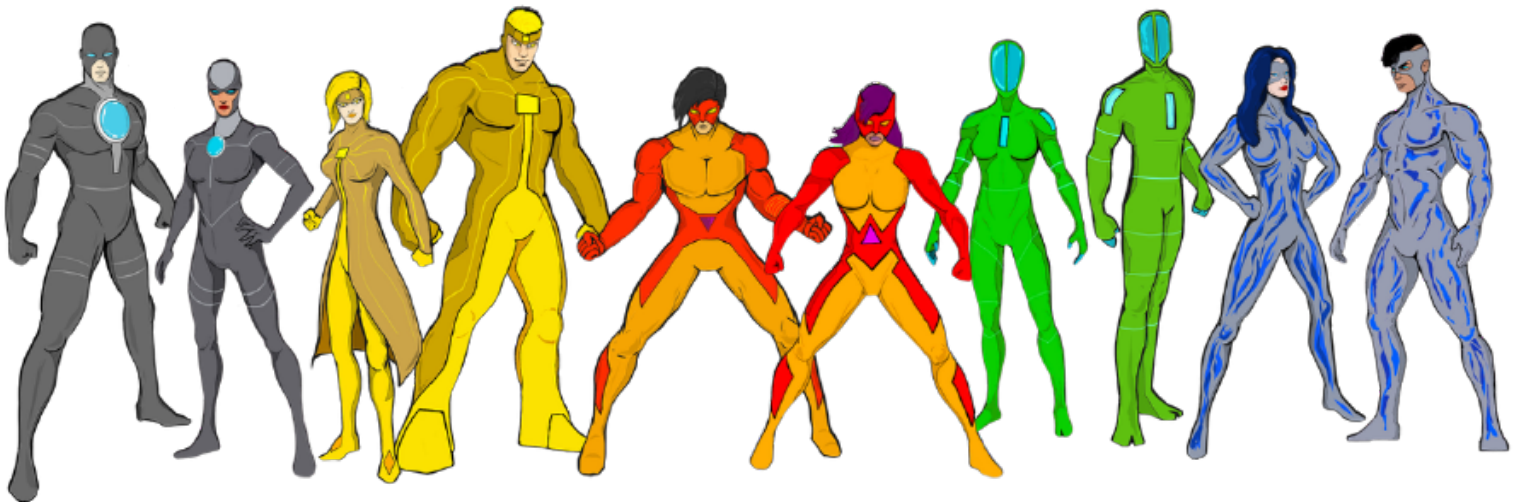
The **Master Your Superpowers** system and training introduces you to a powerful, easy-to-remember system based on the five elements of Eastern philosophy: **Water, Wood, Fire, Earth, and Metal**. Each element represents a distinct set of personality traits, communication styles, and ways of approaching problems.

You've already discovered your **primary and secondary elements** by taking the assessment—think of these as your personal “superpowers.” These core elements influence how you express yourself, how you react under stress, and how you best collaborate with others. Together, your team's elemental makeup forms a unique energetic ecosystem.

While your top two elements lead the way, it's completely normal to relate to **traits from all five elements**. That's because we each carry **all the elements within us**, just in different proportions. In some situations or stages of life, different elements may rise to the surface. Understanding your dominant patterns simply gives you a useful starting point for deeper self-awareness.

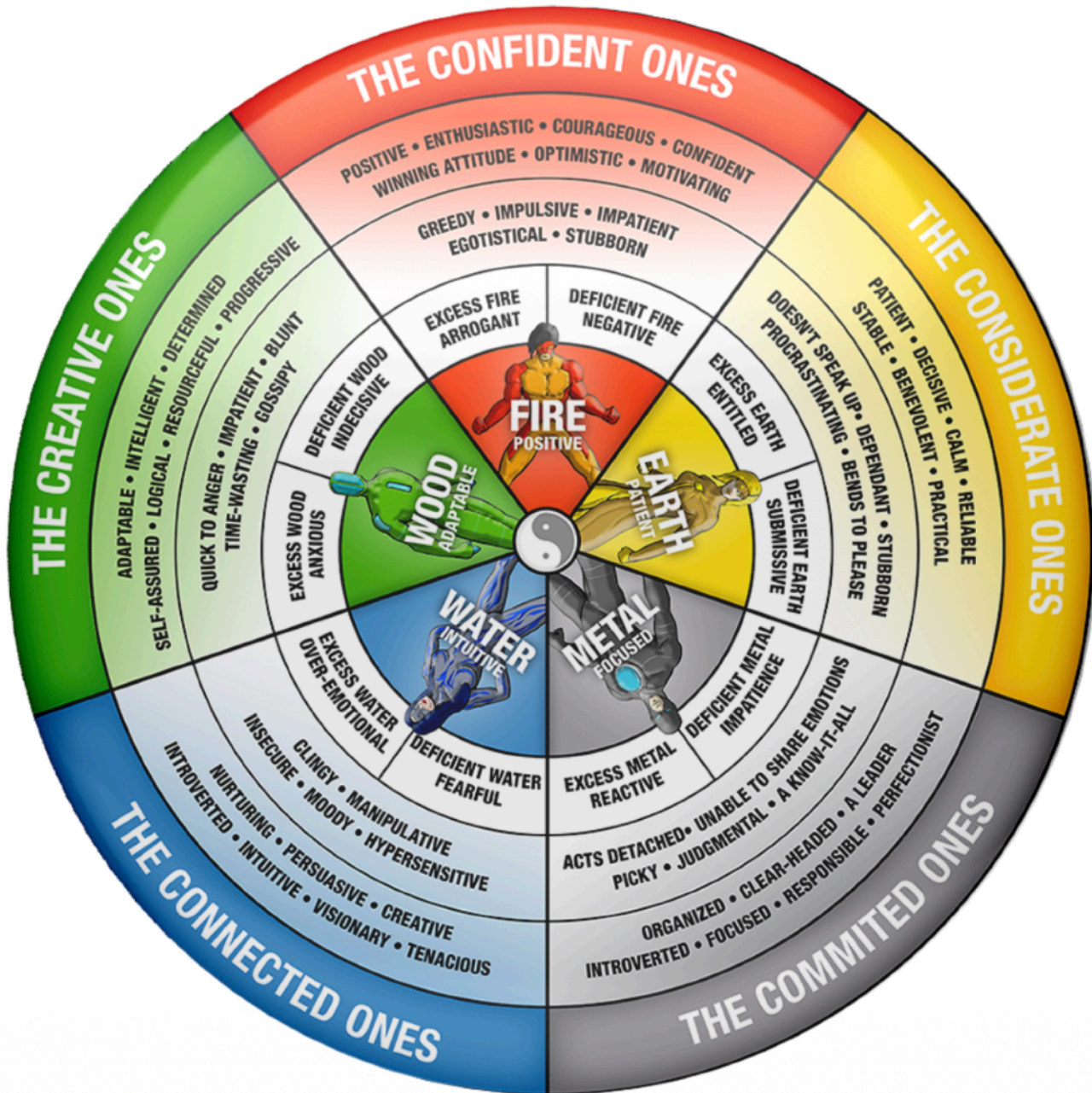
Unlike other personality assessments that categorize people into static boxes, this system is **dynamic and holistic**. It helps you understand both yourself and your team with more precision and less ego—especially during challenges or change.

By learning how the elements relate, support, and sometimes challenge one another, you'll gain **a shortcut to improving communication, minimizing friction, and building trust faster**. You'll notice that every element plays a vital role—and the power is in their integration.



THE FIVE ELEMENT PERSONALITY WHEEL

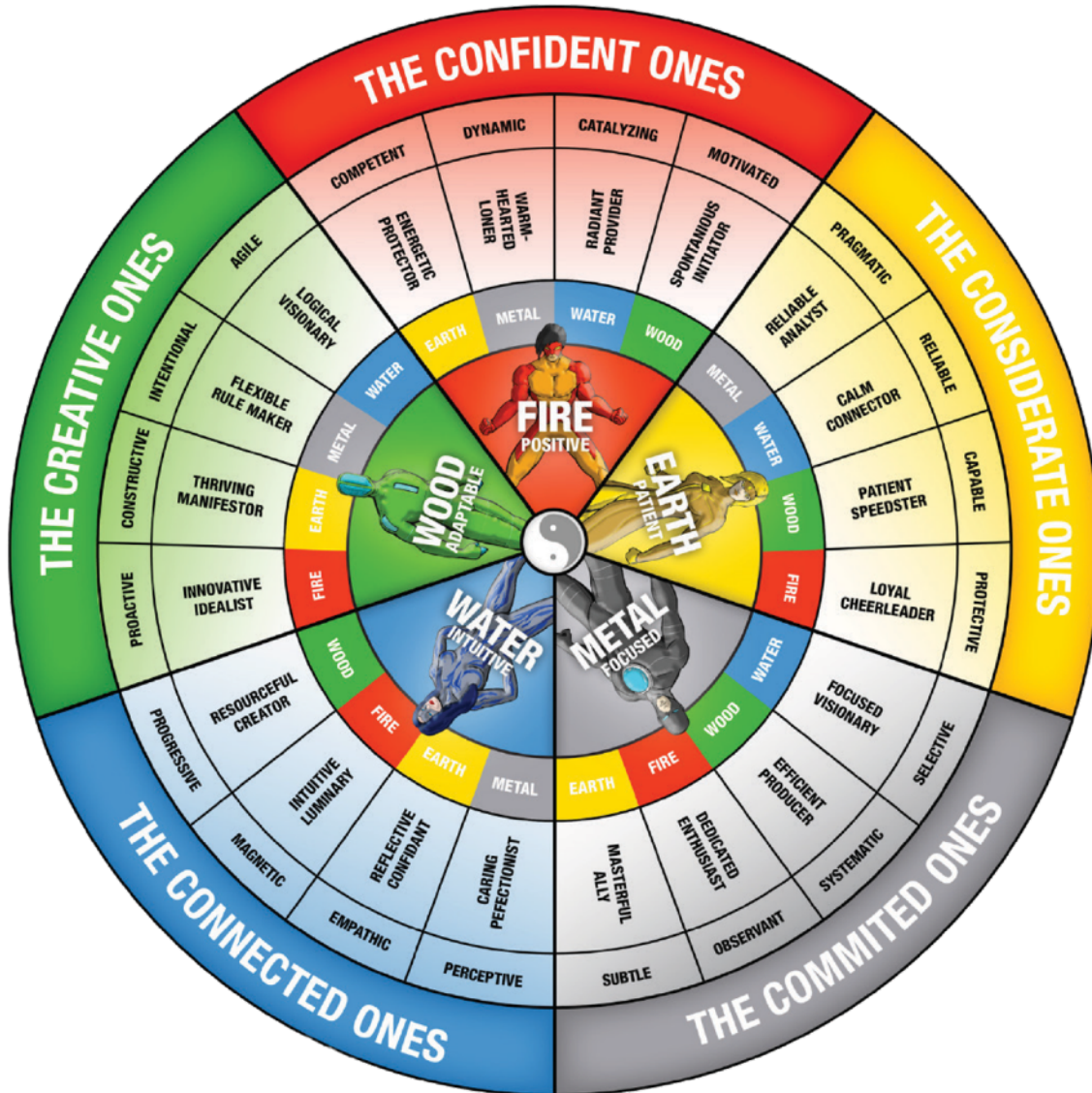
This visual map shows how each element expresses itself—at its best and under stress. Use it to better understand your own behavioral patterns and the shifts you may see in others. Greater awareness leads to better communication, emotional balance, and stronger teamwork.



YOUR TEAM'S SCATTER CHART

The scatter chart below shows how your division's elemental strengths are distributed across the 20 archetypes. Each dot represents one person, giving you a visual snapshot of your division's overall personality profile. The breakdown at the bottom shows how many people have each element as their primary and secondary type.

PRIMARY ELEMENT: WOOD
SECONDARY ELEMENT: EARTH



Water	Wood	Fire	Earth	Metal
23	57	32	49	41

YOUR TEAM'S COLLECTIVE ARCHETYPE

SPONTANEOUS INITIATOR



STRONG IN WOOD AND EARTH: The US Finance team leads with Wood which supports ambition, speed, growth, and long-term vision. Earth balances this with steadiness, reliability, and a deep sense of practicality. Together, these elements create a results-focused team.

QUIETLY STRONG METAL: strong sense of structure, process, and refinement. While less present as primary elements, the high number of secondary Metal placements suggests the team values accuracy, quality, and organization.

MODERATE FIRE: Fire offers bursts of enthusiasm and outward energy—but it may not be consistent. Some team members likely bring charisma and motivation.

LOWER WATER: Water, while present, is the least represented overall. This suggests that emotional expression, and introspective reflection may not come as naturally to the group. In high-pressure environments, the team may default to action over emotional awareness of others' feelings, as well as potentially overlooking the value of pausing for perspective.

ASSESSMENT: This team is driven, reliable, and performance-oriented. They are skilled at turning strategy into action, grounded by a steady work ethic. However, the lower Water and moderate Fire may mean emotional connection, sustained motivation, and expressive communication need to be cultivated intentionally to maintain better long-term engagement and team well-being.

COLLECTIVE STRENGTHS:

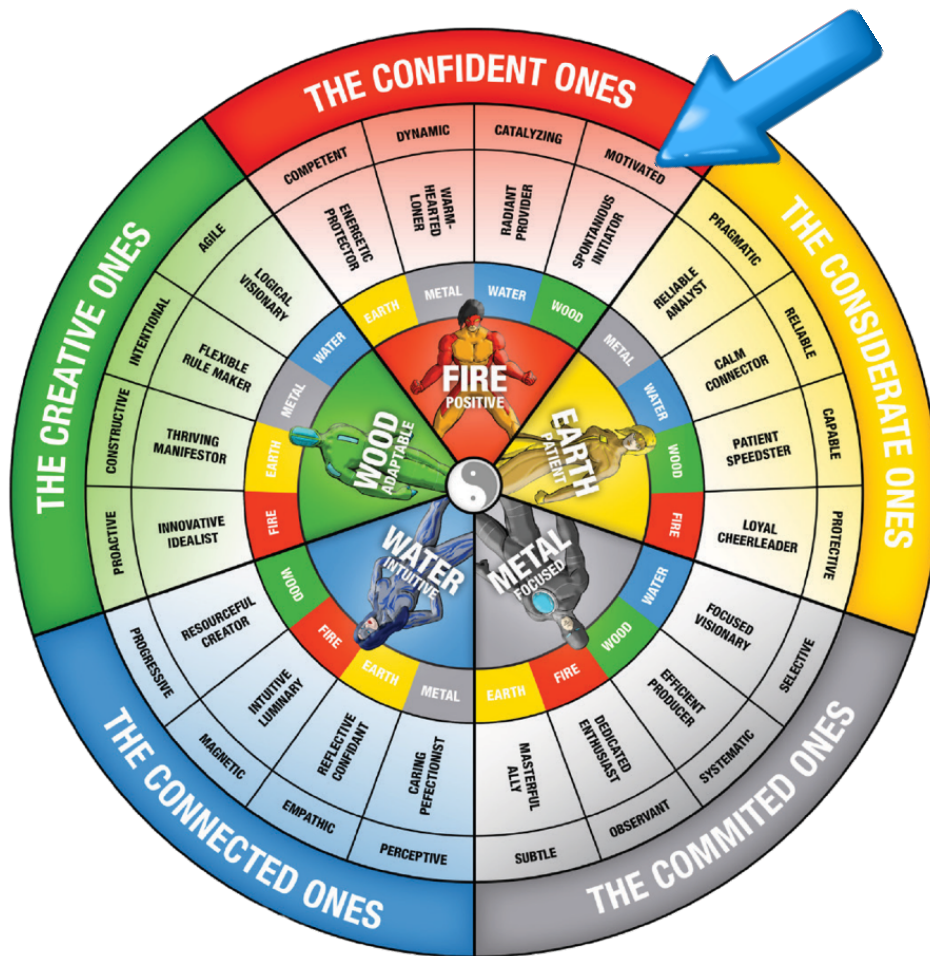
- Visionary thinking with strong goal orientation (Wood)
- Grounded, dependable, and consistent in execution (Earth)
- Structured and process-oriented with high standards (Metal)

COLLECTIVE WEAKNESS

- Emotional undercurrents may go unspoken or unnoticed (low Water)
- Fire energy may not be strong enough to sustain morale without effort
- The focus on doing and delivering may overshadow softer dynamics

FOCUS ON: Nurturing Water and Fire energies to round out the team's strong foundation. Create space for emotional reflection and connection through team check-ins, shared wins, or gratitude moments. Infuse more visible enthusiasm and celebration into everyday workflows to ignite momentum, enhance communication, and sustain morale.

YOUR TEAM'S SCATTER CHART



You Are the Spontaneous Initiator: Fire + Wood

AKA: THE INSPIRED TRAILBLAZER AND THE OPTIMISTIC DOER

Your Integrated Archetype reveals how you intentionally or unintentionally express yourself and the way you most naturally are. You might have wondered why at times you are shy and introverted, and at other times bold and extroverted.

Or why, in some areas of life, you are logical and linear while in others you are creative and out-of-the-box. This can be explained through knowledge of the particular elemental combination that makes up your Integrated Archetype.

The explanations will give you greater perspective on what you need to achieve balance. It will also help you understand others around you and how they fit into your life. The purpose is to aid you in finding power within yourself and creating harmony in your interactions.

PRIMARY ELEMENT: Fire (Avior)

SECONDARY ELEMENT: Wood (Nexus)

OVERVIEW: As a Spontaneous Initiator, you confidently take action on ideas and desires the moment they pop into your head. You excel at getting things started and have a way of mobilizing others to get going, even if they are not in the mood. You are an endless source of energy and ideas, and you thrive when you are on the go, getting things done, helping others, and being productive. You have an infectious personality, and people want to hang around you because being with you rejuvenates them. Creativity, fun, and happiness inspire you. You delight in movement, growth, and spontaneity. You know that you can turn ideas into action. If you can improve the world at the same time, you are further motivated. As an Inspired Trailblazer, you draw people to you through your pioneering spirit. As an Optimistic Doer, you look to what's possible and surprise people with your attitude of finding the positives in a situation, even if they are challenging.

YOUR PURPOSE: You are here to lift the spirits of fellow human beings and show others what's possible to achieve in life.

YOUR CREED: "If I love it, I can find a way to have it or do it."

YOUR CORE DESIRE: To inspire others, and experience each moment of life all while being able to be your authentic self.

YOUR CORE VALUE: To be happy, efficient, and productive.

AT YOUR BEST: You are courageous, self-motivated, and creative, and your life is organized in a way that others don't really understand. You are dynamic and knowledgeable about many things, and you pride yourself on being able to do it all yourself, without asking for help.

AT YOUR WORST: You waste time on meaningless tasks, are quick-tempered, impatient, blunt, and quick to anger. Your impulsiveness and impatience lead to activity and movement that doesn't get anything tangible done.

YOUR ARCHETYPE TWIN: Wood + Fire – Innovative Idealist

MOST COMPATIBLE WITH:

Wood + Earth – Thriving Manifestor | Earth + Wood – Patient Speedster

MOST SUPPORTED BY:

Water + Wood – Resourceful Creator | Wood + Water – Logical Visionary

MOST EFFORT FOR YOU:

Fire + Water – Radiant Provider | Water + Fire – Intuitive Luminary

YOUR GREATEST TEACHER:

Water + Metal – Caring Perfectionist | Metal + Water – Focused Visionary

YOUR PERSONAL VIRTUES:

Captivating: You are naturally brilliant in the way you present yourself. You captivate others with the depth of your conviction.

Energetic: You are a storehouse of energy, and your presence inspires others to enjoy life more.

Motivated: You are motivated in ways others want to be, and people look up to you for inspiration.

In-the-know: You are informed on the latest of anything relevant and interesting, and you are sought after for this trait. Your expertise about what you know is inspiring.

Desirable: You are wanted at the center of everything. People naturally gravitate toward you to hear what you have to say. They enjoy your charm.

YOUR ELEMENTAL DYNAMIC: Nurturing

Wood supports Fire and together they create light, heat, and energy, so when you are in balance, you light up the world, generating positivity and moving things forward. However, since Wood can also be consumed by Fire, it's important to nurture both elements to remain in balance and not depend on Wood to be the energy generator.

You'll experience frustration, impatience, and anger when you are over-active with too much Wood, which means you are taking too much time to plan, organize, talk, and think. Fire needs spontaneity and a bit of chance. On the other hand, if you just go with whatever catches your attention without strategizing, you will lack the focus and control you need to be optimally productive and enthusiastic, and that will drain you.

SUPPORTING ELEMENT: Water

Water supports the elements of Fire and Wood. In the elemental cycle, Water nurtures Wood, which in turn fuels Fire. The only thing Fire and Wood have in common is Water, so when you feel at odds with yourself, tired, or out of balance, being around Water energy (pools, spas, the ocean, waterfalls) is extremely helpful.

Having Water in your environment as well is essential for support. Wall art depicting bodies of water as well all shades of grey, charcoal, and black are considered beneficial for Fire/Wood Integrated Archetypes.

Water energy is about going with the flow and moving around obstacles without stress, so it will be helpful to spend time with individuals who have Water as a part of their makeup (e.g., Selene – Superhero Archetype One).

YOUR SUPERPOWERS

Positivity, Confidence, Adaptability, Creativity

YOUR SUPERPOWERS:

Positivity, Confidence, Adaptability, Creativity

WEAKNESSES TO STRENGTHEN:

Negativity, Arrogance, Impatience, Indecisiveness

YOUR MISSION FOR POWER:

Create timelines and deadlines for whatever you commit to. Because you love being busy and relish being on the go, it's important to determine when you will finish so you don't overdo.

Celebrate your success when you finish something significant. Since you tend to move on quickly to the next thing, it's important for you to build self-value by consciously pausing and appreciating what you have done.

Set demanding goals for yourself. It's easy for you to act, so just make sure it's serving a purpose and helping you to evolve.

Openly share your challenges. People may think that your life is all roses because of your optimism. Make sure that you let them know that you have difficulties, as well. You make the most difference when people see that you are human, too.

Insulate yourself from negativity. Just because you are upbeat doesn't mean that people and situations can't drag you down. Consistently choose who you hang out with and make sure they are of the same "vibe" so that you don't get worn out.

LIFE AFFIRMATION:

"I allow the enlightened part of me to be my guide rather than the part of me that fears a negative outcome."

Like all of us, you have two parts. The core of who you are is trusting, loving, fearless, visionary, and balanced, and it is the pure essence of love. You have another part that protects you. Some call it the ego, and it likes to look at the downside. It brings up all the things that could go wrong, that might go wrong, and that need to be guarded and defended against. When you live your life listening to this voice in your head, you limit yourself. You play safe and small, and it doesn't feel good. Use this affirmation as a reminder to listen to the voice of possibilities and love.

Superhero Archetype One: Water

Water Superheroes move through life with intuition, emotional depth, and quiet inner strength. They're skilled at picking up on what's unspoken, often sensing shifts in energy long before others do. Instead of reacting impulsively, they pause, reflect, and adjust with grace. Much like the ocean—serene on the surface, powerful underneath—they offer clarity, calm, and creative insight when in balance. They're often the ones people turn to for empathy and connection. But when overwhelmed, fear and emotion can take hold, leading to retreat or emotional chaos. Regaining their center requires solitude, time, and self-trust. Once reconnected with their inner world, Water Superheroes become powerful, intuitive guides in both life and leadership.

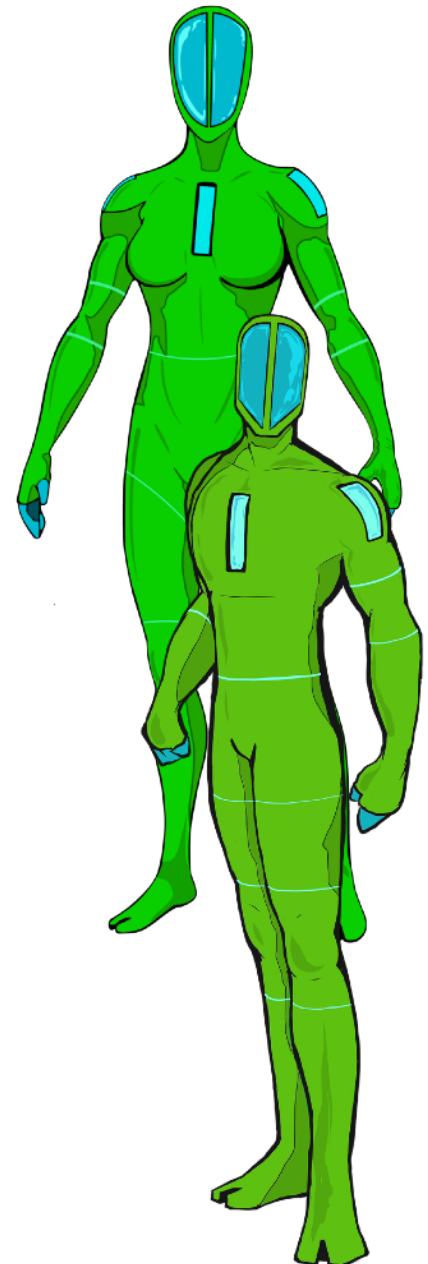
Element	Water
Superpower	Intuition — sensing what others can't express
Virtue	Connection
Deficiency of Virtue	Fear
Excess of Virtue	Over emotional
Other Superpowers	Vision, Creativity, Tenacity, Persuasion
Weaknesses	Moody, Insecure, Manipulative, Detached, Dependent, Hypersensitive, Clingy
Life Difficulties	Creating a life that is balanced physically, mentally, emotionally, and spiritually; taking downtime without feeling guilty
When Stressed	Internalizes, isolates, lets fear make decisions instead of trusting inner guidance
Motto	"I care." "I feel what others cannot say."
Core Desires	To be needed; to protect, help, and care for other
Core Value	To feel love
Life Goals	Nurturing and growing people and ideas; discovering purpose
Basic Fears	Being thought of as selfish; losing security
Life Strategies	Helping others; using ritual and symbolism to make sense of life
Habits to Break	Over-giving; holding on after it's time to let go; addiction to comfort even when change is needed
Personality Traits	Introverted, flowing, adaptable, pliant
Shape	Undefined, wavy
Power Colors	Black (depth), Charcoal (protection), Navy Blue (wisdom and mystery)
Power Number	2
Also Known As	Philosopher (deep and reflective), Entrepreneur (visionary and resilient), Guide (intuitive and supportive), Innovator (sees beyond the surface), Mystic (tuned into the unseen)
In Relationships and Teams	Brings emotional depth, loyalty, and unspoken understanding. May need encouragement to voice their needs or step into the spotlight.



Superhero Archetype One: Wood

Wood Superheroes thrive when moving forward with purpose. With adaptability, drive, and a sharp mind, they push past obstacles by staying focused on progress. Whether it's launching new ideas or finding creative workarounds, they're motivated by growth and inspired by what's possible. When in balance, they bring direction, energy, and momentum to any project or team. They're often the ones who take the lead when things need to move. But when thrown off, frustration can set in—blame, impatience, or overcontrol may take over. They excel when they pause long enough to reconnect with vision and purpose. That's when Wood Superheroes become unstoppable forces of innovation and movement.

Element	Wood
Superpower	Adaptability — pivoting with purpose and confidence
Virtue	Creativity
Deficiency of Virtue	Indecision
Excess of Virtue	Anxiety
Other Superpowers	Intelligence, Determination, Logic, Resourcefulness
Weaknesses	Gossipy, Wastes time, Quick to anger, Impatient, Blunt, Rushes and misses details
Life Difficulties	Slowing down; feeling compassion for others if they are going through hardships; accepting that not everything needs to be efficient or productive
When Stressed	Blames, complains, loses focus, and may attempt to control the uncontrollable
Motto	"I can make it happen." "There's always a way forward."
Core Desires	To be uniquely myself; to reach all my goals
Core Value	To make progress; to be efficient
Life Goals	To organize the world; to turn ideas into action and get to the goal
Basic Fears	Being bored; not knowing enough; not getting ahead
Life Strategies	To take action; to enjoy life and all its experiences
Habits to Break	Always feeling the need to do something; starting something without thinking it through thoroughly
Personality Traits	Extroverted, Striving, Controlling, Flexible, Self-assured
Shape	Columnar
Power Colors	Greens (growth), Blues (clarity and insight)
Power Number	5
Also Known As	Trailblazer (pioneering spirit), Mover and Shaker (gets things done), Pioneer (fearless starter), Visionary (sees possibilities others don't)
In Relationships and Teams	Brings momentum, fresh thinking, and drive. May need reminders to slow down, listen deeply, and soften their delivery.



Superhero Archetype One: **Fire**

Fire Superheroes radiate energy, confidence, and optimism. Their natural enthusiasm uplifts those around them, and their belief in a positive outcome—even when things feel uncertain—keeps hope alive. They’re often the spark that gets things started or keeps morale high during challenging times. When centered, Fire brings life to the room—encouraging teams, igniting ideas, and drawing people in. But when unbalanced, ego or emotional intensity can take the wheel, leading to impulsive choices or anxiety. The key is reconnecting with their purpose and using their light not to seek attention, but to illuminate the way forward. At their best, Fire Superheroes are inspiring leaders who turn potential into action.

Element	Fire
Superpower	Positivity — lighting up a room with energy and warmth
Virtue	Confidence
Deficiency of Virtue	Negativity
Excess of Virtue	Arrogance
Other Superpowers	Enthusiasm, Courage, Optimism, Self-Motivation
Weaknesses	Stubborn, Greedy, Impulsive, Impatient, Egotistical
Life Difficulties	Focusing on others’ needs; always needing attention; slowing down long enough to reflect
When Stressed	Becomes anxious, panics, creates drama, gets paranoid, or seeks attention as validation
Motto	“Now that I’m here, the party can start.” “I light the way so others can rise.”
Core Desires	To be worthy; to be truly happy; to have fun experiences
Core Value	To be loyal; to be filled with hope; to be able to trust
Life Goals	To be happy; to get to paradise; to improve the world
Basic Fears	Being shut out or unloved; being admonished for being wrong; being made to look bad
Life Strategies	Being as strong as possible; winning; being present and enjoying every moment
Habits to Break	Overexertion; exaggeration; always going to the extreme
Personality Traits	Extroverted, Dynamic, Sparkling, Enthusiastic, Talkative
Shape	Triangular
Power Colors	Red (passion), Purple (power), Orange (vitality)
Power Number	1
Also Known As	Partner (loyal and generous), Friend (encouraging and fun), Warrior (fierce and passionate), Winner (thrives on success), Performer (loves the spotlight), Creator (brings ideas to life), Storyteller (captivates and connects)
In Relationships and Teams	Brings energy, charisma, and encouragement. In leadership roles, their optimism becomes a beacon—illuminating possibility, inspiring action, and keeping morale high. While they love the spotlight, they shine brightest when using it to empower those around them.



Superhero Archetype One: Earth

Earth Superheroes lead with presence, patience, and quiet reliability. They don't rush the process—they know that a strong foundation takes time to build. Grounded and thoughtful, they often become the stable center others rely on. When they're balanced, Earth brings warmth, clarity, and long-term perspective. They're the ones holding space during change and keeping things steady when emotions run high. But when out of alignment, they may lose their voice, become overly dependent, or worry themselves into indecision. Returning to their own sense of worth and inner calm is what helps them recalibrate. From there, Earth Superheroes lead with steadiness, compassion, and grounded wisdom.

Element	Earth
Superpower	Patience — grounding energy that holds steady through change
Virtue	Consideration
Deficiency of Virtue	Submissiveness
Excess of Virtue	Entitlement
Other Superpowers	Decisive, Calm, Persevering, Benevolent, Practical
Weaknesses	Bending to please, deriving self-value from others, dependence, stubbornness, procrastination
Life Difficulties	Resistance to change; speaking up; navigating self-worth without external validation
When Stressed	Worries excessively and feels hopeless; holds onto things; gets stuck
Motto	"We are all equal." "I always lend a helping hand."
Core Desires	To connect with others; to please others
Core Value	To belong; to keep the peace; to be of service
Life Goals	To be real; to be authentic; being there for others
Basic Fears	Being alone; feeling unwanted
Life Strategies	Being included; being down-to-earth; making people feel better
Habits to Break	Losing oneself to please others; over-apologizing; holding resentment; over-worrying
Personality Traits	Introverted, Solid, Stable, Reliable, Grounded, Sweet
Shape	Square
Power Colors	Yellow (nurturing), Gold (stability), Sand (warmth), Brown (security)
Power Number	6
Also Known As	Partner (loyal and generous), Friend (encouraging and fun), Warrior (fierce and passionate), Winner (thrives on success), Performer (loves the spotlight), Creator (brings ideas to life), Storyteller (captivates and connects)
In Relationships and Teams	Brings energy, charisma, and encouragement. In leadership roles, their optimism becomes a beacon—illuminating possibility, inspiring action, and keeping morale high. While they love the spotlight, they shine brightest when using it to empower those around them.



Superhero Archetype One: Metal

Metal Superheroes excel through focus, discernment, and an unwavering commitment to quality. They see patterns others miss and bring clarity to chaos with thoughtful analysis and a sharp eye for detail. Their desire for perfection makes them natural strategists and respected decision-makers. When balanced, they offer consistency, fairness, and high standards without rigidity. But when stressed, they may fall into overthinking or become emotionally detached, creating distance rather than clarity. When Metal can return to the present moment and allow flexibility into their thinking Metal Superheroes become refined leaders—calm, perceptive, and grounded in truth.

Element	Metal
Superpower	Focus — seeing what matters and cutting through the noise
Virtue	Commitment
Deficiency of Virtue	Impatience
Excess of Virtue	Reactivity
Other Superpowers	Responsibility, Strong Leadership, Perfectionism, Clear-headedness
Weaknesses	Picky, Judgmental, Know-it-all, Inability to share emotions
Life Difficulties	Searching for a perfection that doesn't exist; difficulty letting go of structure
When Stressed	Cold, Emotionless, Detached, Aloof, Oblivious
Motto	"Structure and schedules run the world." "Information is more important than entertainment."
Core Desires	To finish; to complete
Core Value	To be organized; to be graceful
Life Goals	To stay in control
Basic Fears	Losing control; feeling unable to achieve desires; getting stuck in emotions
Life Strategies	Being one with change
Habits to Break	Analysis-paralysis; locking into a line of thinking; not being open; being overly judgmental
Personality Traits	Introverted, Organized, Strong, Durable, Cool
Shape	Circle
Power Colors	Silver (refinement), Pastels (precision), White (clarity)
Power Number	9
Also Known As	Professional (disciplined and efficient), Judge (discerning and firm), Scholar (analytical and thoughtful), Geek (deeply curious), King (structured authority), Alchemist (seeker of truth and transformation)
In Relationships and Teams	Brings structure, clarity, and high standards. May need reminders to soften their delivery and allow space for imperfection.



HOW ELEMENTS RELATE TO EACH OTHER

The five elements interact through two key cycles: the **Creative Cycle** and the **Controlling Cycle**. The **Creative Cycle** shows how the elements naturally support and nourish one another—like how Water feeds Wood, or Fire creates Earth. In contrast, the **Controlling Cycle** illustrates how the elements regulate and balance each other—often where tension or friction can arise between people. Understanding both cycles helps you recognize supportive dynamics and navigate challenging ones with greater insight.



THE CREATIVE CYCLE

Water feeds Wood

Wood fuels Fire

Fire creates Earth
(As it burns wood it forms ash.)

Earth bears Metal
(Minerals form in soil and contract to become metal.)

Metal can liquify to Water
(as well as create condensation)

THE CONTROLLING CYCLE

Water extinguishes Fire

Fire melts Metal

Metal cuts Wood
(Think of how an axe chops wood.)

Wood breaks up Earth
(Roots disrupt soil and take nutrients)

Earth stops the flow of Water



HOW TO USE THE RELATIONSHIP CHART

(AKA “The Pentagon Chart”)

While the **Creative Cycle** shows how elements support and feed one another, the **Controlling Cycle** reveals where tension, friction, and misunderstanding can arise—especially under stress or pressure.

This is where we tend to "put people in boxes" or misread others based on our own elemental lens. For example, a Fire person may feel stifled by Metal's precision, while Metal may get frustrated by Fire's spontaneity. These dynamics are natural—and once understood, they can be transformed into insight and collaboration rather than conflict. That's where your team's custom **pentagon chart** comes in.

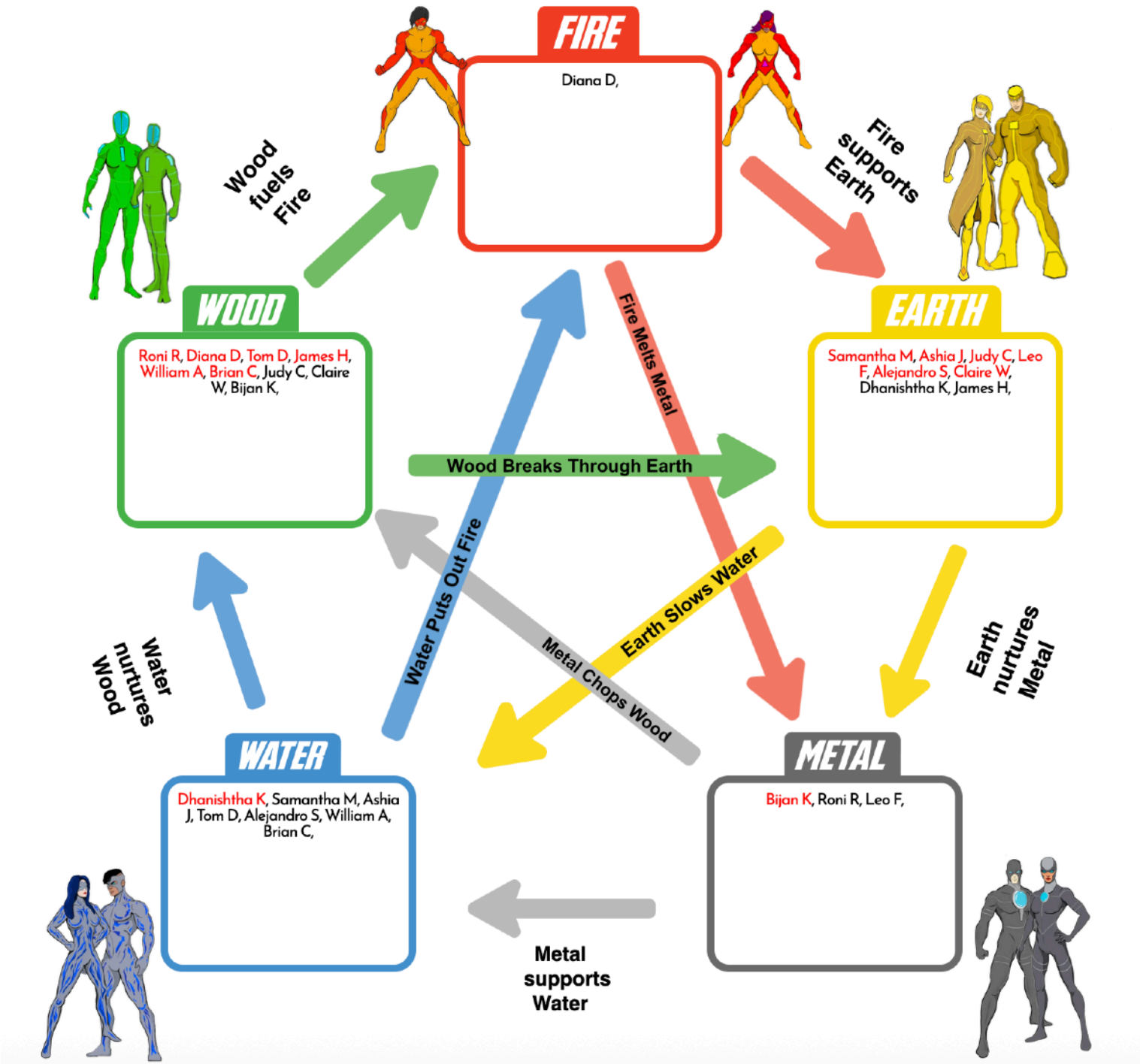
Each of you have received a pentagon chart showing the elemental makeup of your team. The chart is a functional tool to help you understand how to **work better together**.

Here's how to use it:

- **Spot Strengths:** Look at which elements dominate your team. What collective superpowers are at play? For example, a team strong in Earth and Metal may excel at structure, planning, and precision.
- **Identify Gaps:** Are certain elements missing or underrepresented? That's where communication blind spots or project delays may occur. For example, if Fire is missing, your team (or the person you're working with) may lack outward enthusiasm.
- **See the Dynamics:** The arrows on the chart show how elements naturally **support** or **challenge** one another. Use these relationships to decode tension, improve collaboration, and smooth out misunderstandings.
- **Adapt in Real Time:** When conversations stall or team dynamics get tricky, refer back to the chart. Ask yourself: Are we leaning too heavily on one element? What would it look like to bring in the qualities of another to balance things out?
- **Enhance Meetings:** Before a team discussion or project kickoff, review the elemental composition. This helps set the tone, anticipate needs, and bring out everyone's strengths.






YOUR TEAM'S ELEMENTAL RELATIONSHIP

Names in **RED** represent PRIMARY elements.
 Names in **BLACK** represent SECONDARY elements.



HOW TO TALK TO THE OTHER ELEMENTS

A Quick Reference

	<i>WHEN UNDER STRESS</i>	<i>WHEN THEY ARE IMBALANCED</i>	<i>HOW TO WORK WITH THEM</i>	<i>HOW TO TALK TO THEM</i>
 <p><i>WATER</i></p>	<p>WATER SHUTS DOWN, GETS DEFENSIVE, GOES INTO FEAR MODE, AND SOMETIMES WHINES</p>	<p>THEY BECOME DEFENSIVE IF THEY FEEL DISMISSED, REJECTED, OR PICKED ON, AND CAN CLAM UP AND GET SULLEN.</p>	<p>HELP THEM FEEL SECURE, FOCUS ON HOW THEY FEEL, ASK FOR INPUT, AND REASSURE THEM.</p>	<p>CURB ABRUPTNESS, RESPOND TO TEXTS WITH MORE THAN "K," AND USE THE WORD "FEEL" VERSUS "THINK", TO BETTER RELATE.</p>
 <p><i>WOOD</i></p>	<p>WOOD GETS IMPATIENT, ANGRY, BECOMES INFLEXIBLE, AND SHOWS NO SENSITIVITY.</p>	<p>THEY ARE BLUNT AND DON'T CARE IF THEY HURT YOUR FEELINGS.</p>	<p>TALK ABOUT HOW THINGS WILL GET DONE, AND BRAINSTORM SOLUTIONS TO HELP THEM FEEL LIKE PROGRESS WILL BE MADE.</p>	<p>GET STRAIGHT TO THE POINT, THEY DON'T CARE HOW YOU FEEL IF IT'S NOT RELEVANT, DON'T WAX ON AND ON.</p>
 <p><i>FIRE</i></p>	<p>FIRE GETS LOUD, BOSSY, PUTS OTHERS DOWN, EXAGGERATES, AND PANICS.</p>	<p>THEY DON'T STOP, EXHAUST THEMSELVES AND WILL EXHAUST YOU IF YOU LET THEM, AND CAN MAKE YOU FEEL YOU ARE LACKING IN SOME WAY.</p>	<p>PRAISE THEM WHERE YOU SEE THEY ARE MAKING A DIFFERENCE, AND FOCUS ON THEIR SUCCESS AND ACHIEVEMENTS.</p>	<p>USE LARGE GESTURES, SMILE, KEEP THINGS LIGHTEARTED, PRAISE THEM FOR THINGS THEY HAVE DONE, AND LAUGH AT THEIR JOKES.</p>
 <p><i>EARTH</i></p>	<p>EARTH GETS STUBBORN, OVER WORRIES, BECOMES SCATTERED, AND CAN'T MAKE DECISIONS.</p>	<p>THEY DON'T MOVE, PROCRASTINATE, OR STUBBORNLY REFUSE TO CHANGE.</p>	<p>ASK HOW YOU CAN HELP THEM TAKE A STEP TOWARDS THE GOAL, MAKE THEM FEEL SAFE, AND DO NOT RUSH THEM.</p>	<p>THANK THEM FOR BEING SO CONSIDERATE, AND APPRECIATE THE THINGS THEY DO TO MAKE YOU FEEL COMFORTABLE.</p>
 <p><i>METAL</i></p>	<p>METAL DETACHES AND BECOMES HARD-HEADED, GETS QUIET, AND CAN'T PROGRESS.</p>	<p>THEY DON'T GET IT WHEN YOU DON'T FOLLOW THEIR STANDARDS (ON THEIR TERMS), GETS EASILY PUT OFF, AND BECOMES COLD.</p>	<p>POSITIVELY ACKNOWLEDGE THEIR ATTENTION TO DETAIL AND THE BENEFIT OF THEIR HIGH STANDARDS.</p>	<p>COMMENT ON THE CARE AND PERFECTION THEY EXHIBITED IN AN AREA YOU NOTICED, BE OKAY WITH THE SILENCE OR LACK OF ENTHUSIASTIC RESPONSE.</p>

SPONTANEOUS INITIATOR

Fire + Wood

Use this guide to understand how your specific elemental nature interacts with others—so you can communicate more effectively and work together with greater ease.

In the sections below, you'll find insights and conversation prompts to help you connect more intentionally with the different elemental types on your team—and strengthen your working relationships. If you're exploring this solo, use the questions for self-reflection to deepen your awareness and prepare for future interactions.

YOUR SUPPORTING ELEMENT: WATER

These individuals, steeped in the essence of Water, are ready to nourish your growth and enhance your productivity. The interaction between Water and your elements (Wood and Metal) in the elemental cycle forms a dynamic partnership that keeps you moving forward, fills in any gaps, and provides the flexibility or fluidity you may need. They're the ones who can help soften your ideas, guide you through obstacles, deepen your ambitions, spark innovative ideas, or assist in finding solutions to the challenges you're currently facing.

DISCUSS AND EXPLORE WITH WATER INDIVIDUALS:

- How they can utilize their intuitive insights to help you navigate complex issues.
- How their adaptable approach can introduce more flexibility to your shared projects.
- How they can apply their transformative energy to help enhance your joint efforts.
- How they can use their depth to help you maintain balance in challenging situations.
- How their flowing nature helps you to streamline the workflow.

You support and fuel EARTH individuals with your elemental energy of FIRE.

DISCUSS AND EXPLORE WITH EARTH INDIVIDUALS:

- In what ways do you think your fiery passion or nurturing energy can foster their growth?
- Are there areas where your dynamism or growth-oriented mindset could help them?
- How you can provide support while also ensuring your own energy isn't depleted.
- If there are ways your heat or vitality can help them overcome their obstacles.
- How can you use your inherent adaptability to adapt to their grounded nature.

METAL individuals challenge the WOOD in you.

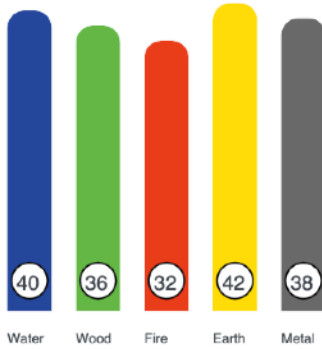
DISCUSS AND EXPLORE WITH METAL INDIVIDUALS:

- How their metallic traits influence you, and if there's a strength you appreciate.
- If their structured approach ever feels too restrictive, and if so, how can you introduce more flexibility?
- How you can maintain your growth without feeling cut off by their sharpness.
- If there are ways their disciplined influence could help you become more resilient.
- Any challenges you've faced in adapting to their precise style, and how you overcame them.

YOUR TEAM'S SCORES

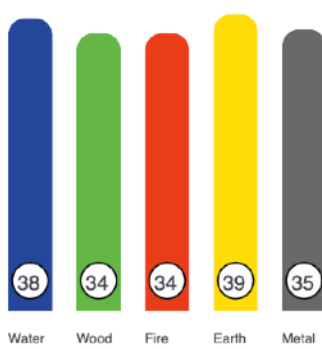
Calm Connector

Person 1



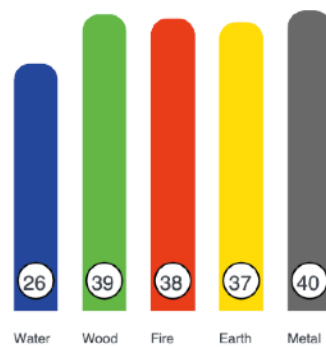
Calm Connector

Person 2



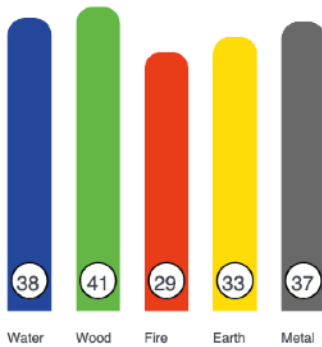
Efficient Producer

Person 3



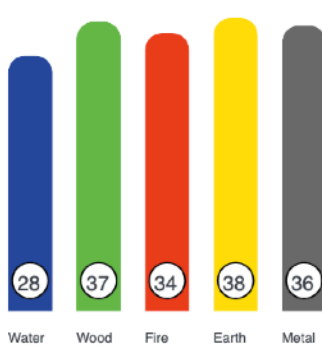
Logical Visionary

Person 4



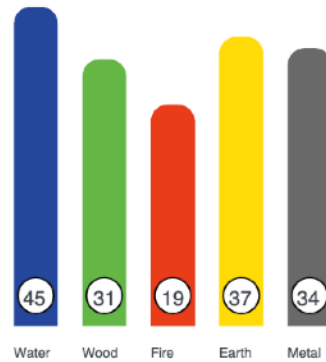
Patient Speedster

Person 5



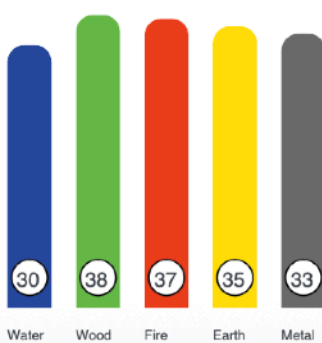
Reflective Confidant

Person 6



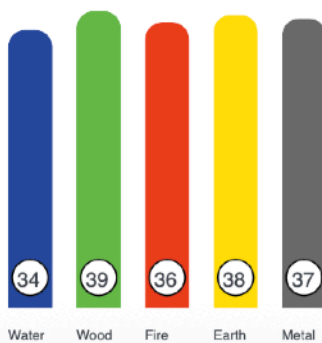
Innovative Idealist

Person 7



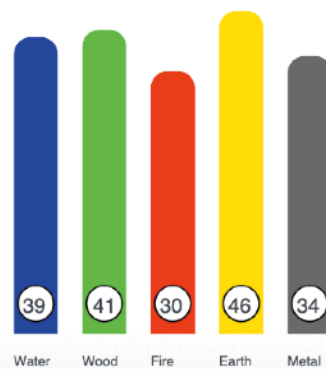
Thriving Manifestor

Person 8

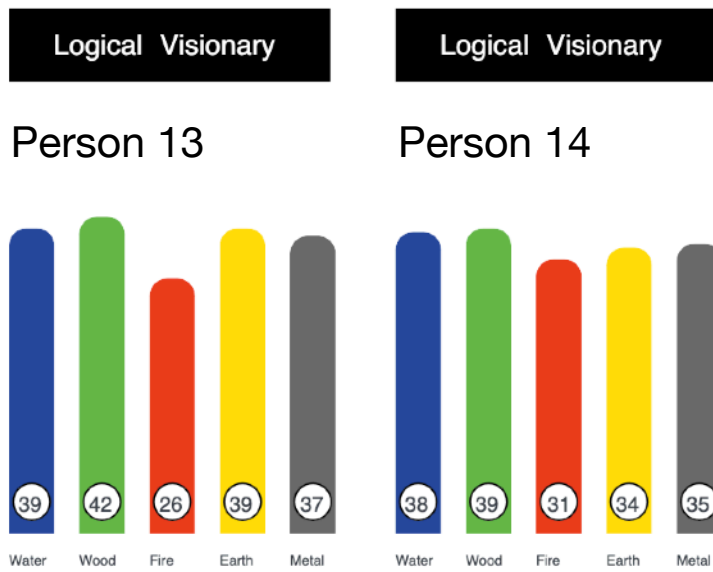
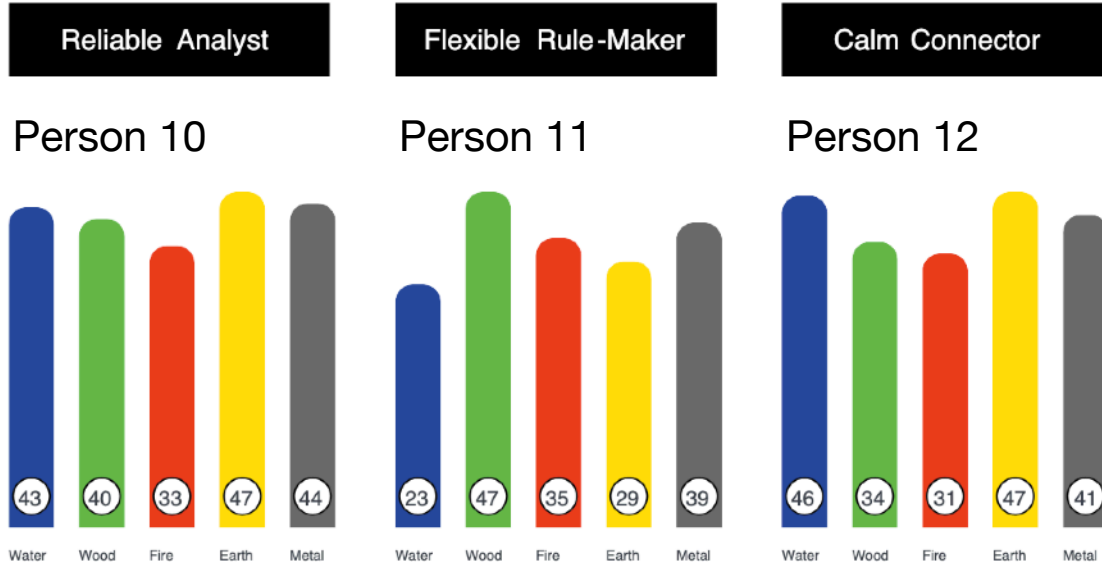


Patient Speedster

Person 9



YOUR TEAM'S SCORES



WORKING WITH CONTROLLING ELEMENTS

The following guidance is based on elemental pairings that often have **very different communication styles**. These differences can easily lead to tension or misunderstanding—especially under stress. By learning how to recognize and respect each other's natural tendencies, you can **reduce friction, avoid unnecessary offense**, and build more effective working relationships.

The key? Speak to others in the way **they** like to be spoken to—not just how you would prefer. Small adjustments in tone, timing, and delivery can make a big difference.

WATER AND FIRE - ALMOST EXACT OPPOSITES

WATER

Fire can feel like you are a wet blanket wanting to extinguish them, and can react harshly and critically.

At worst, Fires can become arrogant in hopes of overpowering you. Or they may ignore you causing you to feel worse.

FIRE

Water can feel as if you don't appreciate them and if so, will become withdrawn and insecure.

At worst, Waters will either shut down or become more tenacious causing you to want to ignore them one day and yell at them the next.

The infographic is divided into four quadrants by a diagonal line. The top-left and bottom-right quadrants are blue with white stars, while the top-right and bottom-left quadrants are red with white stars. On the left side, a Water character (blue and white) and a Fire character (red and yellow) are shown. On the right side, the Fire character is in the foreground and the Water character is in the background.

WOOD IS FAST, EARTH IS SLOW.

WOOD

You need to keep moving, and your ability to make changes on the fly is very threatening to Earth as they don't like fast shifts.

Try not to force your changes on Earth before you give them time to adjust and feel safe.

EARTH

Make sure that you communicate your needs clearly so Wood can incorporate your desires into the plan to move forward.



If you say nothing, chances are, you'll either have anxiety moving forward, or you will not be able to flow forward with the plan, and feel stuck.

The infographic is divided into four quadrants by a diagonal line. The top-left and bottom-right quadrants are green with white stars, while the top-right and bottom-left quadrants are yellow with white stars. On the left side, a Wood character (green) and an Earth character (brown) are shown. On the right side, the Earth character is in the foreground and the Wood character is in the background.

WORKING WITH CONTROLLING ELEMENTS

<p>FIRE AND METAL - DIFFERENT PERSPECTIVES</p>  <p>FIRE</p> <p>Metal people are not as emotionally expressive and that is their nature. Don't expect them to be any other way.</p> <p>Try to slow down and listen and resist interrupting. Silence is the key to peace with them.</p>	<p>FIRE AND METAL - DIFFERENT PERSPECTIVES</p>  <p>METAL</p> <p>Your coolness can feel like you are put off by the Fire's joy.</p> <p>Try to participate as best you can and do your best not to analyze or judge their "silly" enthusiasm.</p>
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<p>INITIALLY THEY DO WELL TOGETHER BUT FINDING CLARITY CAN BE DIFFICULT IN THE MUD.</p>  <p>EARTH</p> <p>Your element "controls" water so if you agree to all of water's desires without question, you can cause the water to doubt that the direction is a good one, which in turn will make you question what to do.</p>	<p>INITIALLY THEY DO WELL TOGETHER BUT FINDING CLARITY CAN BE DIFFICULT IN THE MUD.</p>  <p>WATER</p> <p>Earth needs more time to come up with answers and direction so make sure you give them the time they need to listen to their own inner voice.</p>
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<p>METAL AND WOOD BOTH FEEL THEY ARE RIGHT</p>  <p>WOOD</p> <p>You can get angry when you are seemingly disregarded, and if you show your anger or displeasure, Metal can go cold. Avoid power playing each other.</p> <p>Promote harmony by making sure you recognize the value of Metal's opinion.</p>	<p>METAL AND WOOD BOTH FEEL THEY ARE RIGHT</p>  <p>METAL</p> <p>It's easy for you to detach and ice Wood out when you feel you are right. Metal has the ability to make the Wood feel controlled which upsets him.</p> <p>Instead, acknowledge the Wood and affirm their viewpoint.</p>
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KEEP THE ELEMENTAL LANGUAGE ALIVE

Refer to this guide anytime you want to leverage specific strengths and speak to what each team member naturally brings to the table.

WATER

Qualities
Adaptable
Intuitive
Reflective
Calm

Bring in Water when you need:
To be flexible and adaptable in changing circumstances.
To encourage deep thinking and reflection for strategic planning.
To foster a calm environment during high-stress periods.
To promote resourcefulness in problem-solving.



WOOD

Qualities
Creative
Driven
Strategic
Innovative

Bring in Wood when you need:
To encourage creativity and innovation in projects.
To set and achieve ambitious goals and objectives.
To be strategic in planning and finding new growth opportunities.
To promote a forward-thinking mindset.



FIRE

Qualities
Enthusiastic
Inspiring
Charismatic
Energetic

Bring in Fire when you need:
To boost team morale and maintain a positive attitude.
To inspire and motivate the team during challenging times.
To handle dynamic and high-energy tasks or events.
To encourage open communication and enthusiasm in meetings.



EARTH

Qualities
Nurturing
Stable
Supportive
Thorough

Bring in Earth when you need:
To create practical solutions and grounded advice.
To create a stable and reliable work environment.
To foster teamwork, collaboration, and support amongst the team.
To ensure thoroughness and attention to detail in execution.



METAL

Qualities
Precise
Organized
Disciplined
Analytical

Bring in Metal when you need:
To ensure attention to detail.
To enhance organization and efficiency.
To implement discipline and structure in project management.
To conduct thorough analysis and make data-driven decisions.



LEADER STRATEGIES FOR COMMUNICATION

ELEMENTAL CHECK-INS

WATER: "Water people, what do you need? Is there anything we can help with?"

WOOD: "I need you guys to tap into your Wood energy - get to the goal and be creative!"

FIRE: "Bring in the Fire - we need some positivity here. I know it hasn't been easy."

EARTH: "My Earth is talking. Let's be more thorough. We're missing important things."

METAL: "This week, we gotta pull in the Metal energy and focus on a few initiatives."

MONTHLY ELEMENTAL THEMES

WATER: "Keep Water top of mind this month. Stay connected. I need to hear from you."

WOOD: "This month's theme is all about Wood. Be open to making quick changes."

FIRE: "We need to amp up our Fire this month. Let's stay optimistic and encouraging."

EARTH: "Think Earth this month. We need to be thorough. Let's be a bit more mindful."

METAL: "This month let's bring in the Metal! We can't afford mistakes on this project."

PRAISE AND FEEDBACK USING ELEMENTS

WATER: "I saw your Water when you helped the new team member get up to speed."

WOOD: "Great job with using Wood to get this done fast!"

FIRE: "I love the way you used your Fire. You remained positive. I know it wasn't easy."

EARTH: "Your Earth element really came through as you patiently nurtured your team."

METAL: "Thanks for catching all those details. I loved seeing your Metal shine."

ELEMENTAL PROBLEM SOLVING

WATER: "It's not ideal, but we have to be like Water and flow. I know you don't like it."

WOOD: "Everyone get your Wood hats on. We need to figure out a solution."

FIRE: "We can turn this around. Let's use our Fire to focus on the positive aspect."

EARTH: "We are all in this together. Let's use Earth to work as a cohesive team."

METAL: "We really need some Metal here. How would you suggest we do that?"

INFORMAL ELEMENTAL AWARDS

WATER AWARD: "Joe. Your Water kept us connected with your updates. We needed that."

WOOD AWARD: "The Wood award goes to Josie for the amount of progress she made."

FIRE AWARD: "John, you used your Fire so well to light the way for your team."

EARTH AWARD: "The Earth award goes to Jennifer for her incredible patience."

METAL AWARD: "Jane, you caught those errors before we got in trouble! Your Metal wins!"

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Please direct any questions you may have to
alice@yourhappinessu.com