

The TRAVELER



Like a traveler, you enjoy moving freely through the world, meeting new people and sharing your talents and experience. You naturally rebel against external pressures, such as conforming to the actions and thinking of others.

You are particularly strong in two of the rebel talents: authenticity and diversity.

A **talent for authenticity** instills the confidence to show others who you really are. You are not afraid of making yourself vulnerable, or owning mistakes and weaknesses.

A **talent for diversity** allows you to see the potential in others. You tend to look past stereotypes, and draw energy from being with all kinds of people.

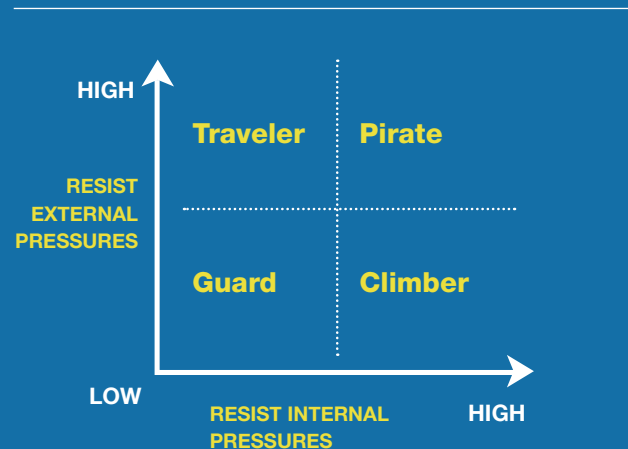
You have succeeded by breaking some of the external social rules that hold people back, and inspiring others to do the same. **To develop your rebel talent**, you should work on combating your own internal pressures, such as the tendency we all have to think we know all the answers. Here's something to try tomorrow: In conversations, don't say "no" — say "yes, and..." Even if you disagree with someone, think of what you can add to the conversation, and how to keep it going.

About the test

This test is designed to assess a person's behavior at work and in life. Two dimensions are relevant for describing a rebel's behavior: (1) rebelling against external pressures, or the extent to which a person fights the tendency to conform to others' opinions, actions, and expectations, and defies stereotypical roles and beliefs; and (2) rebelling against internal pressures, or the extent to which an individual looks beyond their own perspective and rejects the comfortable in favor of the novel and challenging. The results map onto four quadrants, each representing a rebel type. (See the figure below.)

There is no good or bad type. Each comes with advantages and disadvantages — we all stand to learn, no matter what rebel type best describes us. The type of work you do, the country you live in, the culture of your family or organization — any of these factors may impact your rebel type. There is much about the dynamics of positive rebel behavior that remains unknown, but it is my hope that seeing the results of this simple test will help you appreciate

the constructive role rule-breaking can play — and maximize your own rebel potential.



External pressures are those felt from the outside, like the pressure to conform or accept stereotypical views. Internal pressures are those felt from the inside, like a preference for the familiar and comfortable.