Shadowmatch®
Matchme Report

Work Relationship Report between

Alex Example (2026-04-02)

and

Sam Sample (2026-05-26)



[CONFIDENTIAL]

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Introduction

Work-related relationships are driven by an experience of winning, fairness, tangible value and acknowledgement. Both parties in the relationship must experience all the aspects that determine the success of the relationship. Both parties must experience a sense of winning. There must be a very high level of fairness - if either of the individuals experience any form of unfair treatment, this will destroy the relationship. A work-related relationship is about tangible value that both parties must gain from the work being done. Last but not least, the relationship must carry acknowledgement for work being done properly. This is especially true when work is of outstanding quality. This report will help you to understand some aspects that will assist you in working together successfully.

Similar Habits

In the following areas of your behavior the intensity and frequency of your habits are such that you will mostly agree on what needs to be done in a situation. It will be easy for you to find common ground in these areas and the risk of conflict is low. Successful relationships are between people who approve each other's behavior. If their behavior patterns are different, these differences tend to generate frustrations that could lead to conflict.

Dealing with a Changing Situation

When the two of you are in a situation of change, have a short discussion and you will reach an agreement without conflict. Just talk it through - it's good to be on the same page when you have to deal with change!

The fact that both of you are cautious towards change can create a situation of just acting within predominantly known realities.

Active Handling of Frustrations

When frustrations challenge your relationship, it should be very easy to use it as a positive relationship building experience. Just remember to stay positive with each other despite the frustration. The intensity of actions you prefer taking in a frustrating situation is very similar.

Individual Preferences for Work and Play

We all experience situations of being without other people, being alone, having to work independently or even a need to do things without the influence of other people. Working as an individual in a situation is an area that could contribute positively to the success of your relationship because you are relatively similar in your preference to be on your own.

Your Attitude Towards Your World

Your approach to the world you live in is predominantly congruent with each other. There can be differences in the intensity of your attitude given a specific situation, but in the broader sense the congruency on this will help build a positive relationship.

Different Habits

Relationships are very sensitive to behaviors between two people that are different. These frustrations are aggravated if the different behaviors repeat. The following differences can become frustrations as they have the potential to repeat in such a way that it becomes a point of disconnect between the two of you.

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Taking Ownership of Tasks and Handing Tasks to other People

Sam has a stronger behavior pattern towards taking ownership of a task than Alex. This can lead to a situation whereby Sam can feel that Alex doesn't take enough control of a situation. It can then lead to Sam taking over such tasks. This will be frustrating for both of you.

You seem to agree for the most part on the way in which tasks are given to others. This might even be tasks given to each other within your relationship or even to individuals outside the relationship. Use this similarity in a positive way.

But you must be aware of the fact that both of you do not have a strong habit of handing tasks to other people and this can become frustrating if you do not have a very clear understanding of who does what in your relationship.

If the propensity to hand a task off to someone else, or to take ownership of that task is this different between two individuals (please have a look at your graph), it can lead to frustrations. You will have to discuss this in order to grow the success of your work-related relationship. Alex finds it easier than Sam to allow other people to do things or even to ask other people do to a job. Sam prefers to rather do things without asking anybody for help. It is also easier for Alex to fully hand-over a task to someone else to be done than what it is for Sam. This can easily complicate a work relationship.

Ten Riddles to be Resolved

Do you remember those riddles you had to resolve? Well, this is a very factual indicator. Sam got 7 correct and Alex got 4 correct. Use it in a positive sense to build your relationship by allowing Sam to have a first go at problems of a high complexity. Don't turn this into a competition if the relationship is important to you!

If the work you are doing takes some serious and active application of the mind, Alex might become frustrated with it and Sam will enjoy it. Have a discussion on the complexities of the work you are doing and contract with each other how you will best share the work so that each one of you can focus on tasks that are meaningful and best suited to your individual strengths. Keep in mind that people with high conceptual fitness can sometimes become very intrigued with a problem. This might even have a negative impact on their efficiencies in the workplace because problems become challenges they enjoy. On the other hand, some people choose to rather leave non-critical problems and move on in the interest of work efficiency. This is a great opportunity to discuss your differences and learn from each other.

People Positive and People Preference

Relating positively and easily with people even if these people are strangers, is a habit that comes more easily for Sam than for Alex. This doesn't indicate a relationship challenge unless you turn it into a problem. Just accept this difference and live with it as a positive reality. The difference is not such that it should become an issue.

In a work-related relationship, a lot of complexities can occur where individuals have different habits of engaging with people. The reason for this is very simple: People spend lots of time in their working relationships. If the way they engage with each other is different, their relationship can become a challenge. Discuss your differences and use it as a positive factor to grow your relationship and understanding of each other. Alex has the following preferences compared to Sam: Less intense people engagement, less tolerance for people related issues, more likely to address the issue when necessary. Sam on the other hand has more energy for handling people issues, is more likely to get involved with issues people experience as frustrating and will be more sensitive to small conflicts than Alex. Be aware of this and work with each other with the mutual agreement that we don't have to be the same to work together positively.

Challenging Habits

In the following areas, your habits are so different that it could become a threat to the long term success of your relationship. Shadowmatch recommends that you work actively on this in order to prevent a break down in the positive experience of your relationship.

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Making Things Simple to Understand and Work with

In comparison to Alex, Sam has a much stronger behavior pattern towards making things simple and resolving problems by breaking them down into simpler components. This can lead to communication challenges and a feeling with Alex that all complexities are not being considered. Alex might even experience Sam to over- simplify challenges being faced.

In any type of work relationship this difference will eventually become an issue. You can grow in this by making sure that you understand the work at hand, communicating openly with the aim to understand the complexities of the work you do and not to allow vagueness to compromise your success. Although this difference is regarded as a potential relationship challenge, it can be turned into a relationship benefit. Alex should play the role of identifying potential complexities in the things you have to do together and Sam can then play the role of simplifying these complexities.

Being Resilient and Determined to Keep Going

Your relationship will be challenged when the two of you are working on the same task, or you when are together in a situation where there is a need for toughness, endurance and even when you have to work through something that seems to be impossible. One of the reasons for this is the fact that Sam has a much stronger habit of Resilience than Alex. This can lead to many frustrations and unreasonable expectations in the relationship. When you are faced with a tough situation, let Sam take control of the task. Remember, Sam must take control of the task, not take control of Alex.

Work relationships are very sensitive to behavior differences when resilience is necessary. In your work-related relationship you must be very careful to understand each other on this. Take a simple few examples. Let’s say you have to work over time to get a specific job done, Sam may want to work till very late whilst Alex might be convinced that the job can be done with less over time and maybe a different approach. Another example will be a situation of working with a problem that hampers progress in the workplace. Alex might prefer to rather work around the problem whilst Sam might want to relentlessly work with the problem until it is fully solved. It will be much easier for Alex to know when to stop with something than it would be for Sam. In sensitive situations this will be very valuable for the relationship. Think of an argument or dispute that has no real work-related value. It is better to stop than to carry on. Another example: You have started a new process at work and it fails continuously. At a point you have to stop trying and get on with what works. This is the value of less intense habits of Resilience - to know when to stop!

Team Preferences for Work and Play

Please make sure that you understand your engagement with each other very well when it comes to your preferences in terms of being with a team versus being on your own. This is all about your preference to collaborate with a team or even a social group. Sam has a much stronger behavior pattern towards working as part of a team than Alex. This will frustrate you if it forces your relationship to one side - either to the side of very active team engagement or to the side of less team oriented engagements. It doesn’t matter whether the relationship is pulled to the side Sam (stronger team inclined) prefers or the side Alex (less team inclined) prefers, it can still cause frustrations in your relationship.

In a modern world, very few jobs are not in some way team inclined. Just take a mature position on this and allow Alex to be less team dependent and also less team centered than Sam. Keep in mind that Alex is more independent in a team situation whilst Sam has a preference to be part of the collective energy. In your relationship, this difference can enrich your engagement with each other - especially when you reflect on the dynamics of your individual experience of the team you are working with.

Self-Motivation and Independent Energy

The source of motivation for Sam is much more from within (own energy) than what it is for Alex. This can easily result in Sam participating in activities without Alex for the simple reason that Alex might not be positively energized for the things Sam tends to be energized for. If this happens, you run the risk of exclusion and becoming isolated from each other. This can happen where people work together, live together and play together.

In some work relationships this difference can complicate things, especially when we expect from each other to work with the same levels of self-motivation. It will be a very positive discussion point to learn from each other what your different motivators are. Keep in mind that people with less intense habits of Self-Motivation are not necessarily less motivated. The difference is that they use other sources of motivation such as relationships, specific activities and even specific interests. It will be good to discuss this because it will build a better understanding of each other.

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Building Behavior Patterns that Repeat

Where two people are in any kind of relationship and the one person has a much stronger preference to follow patterns of routine than the other, it can be a relationship threat. In the extreme it can lead to a situation where Sam, for instance, actively builds routine patterns and Alex tries to avoid it. You run the risk that this might happen and you will have to discuss how you intend to find a balance.

Work - in general - is for many people a routine event. Routine in the working environment can be discussed and dealt with in a positive way. Shadowmatch wants to enable you to have a positive discussion. Remember, Alex has less of a preference for a working environment that is repetitive. Sam on the other hand is more comfortable with such working conditions. Discuss the following question: How can the two of us keep frustrating repetition away from Alex and how can we keep the frustration from always changing activities away from Sam?

Actively Working with Problems

Sam indicates a much more active approach than Alex towards solving problems. Both of you might experience this difference as frustrating because it constitutes behavior in a relationship that is not in harmony. People with higher Problem Solving habits like Sam can easily experience a situation where they feel it is always expected of them to deal with problems at hand. Alex will also tend to leave problems that are not critical and this might in turn frustrate Sam. This can lead to blaming and all kinds of relationship complexities.

Work relationships can be very sensitive to a difference on the habit of Problem Solving. Be very careful and rather use your differences to inform your actions and roles when you have to work with problems. It is good to know that people with less intense habits of Problem Solving have developed very clever ways of working around problems instead of always trying to solve them. This can build your relationship in a positive way because Alex can play a more active role in dealing with problems that can't be resolved as well as problems that will take more energy to resolve than the energy necessary to rather work around the problem.

Responsiveness: Reacting Quickly

Sam reacts quicker to a situation than Alex. Sometimes these reactions are not visible to others but Sam will be frustrated when Alex doesn't show the same pace and relatively quick reaction time when things need to be done. This can compromise your relationship. You must work towards a pace that works for both of you - Sam could be a bit more relaxed and Alex could be a bit more urgent.

When people work together they should preferably find the same pace and response time. Deal with this in a positive way in order to improve your collective success at work. You must keep in mind that our responsiveness is also related to our priorities. Because we don't experience tasks with the same level of priority, we do not react to them with the same level of urgency. You might also find that you do not have the same experiences of urgency and priority. Please keep in mind that our experience of priority and urgency is not a matter of right and wrong, it is a matter of balance and mutual understanding.

Innovation: Creating and Preferring New Realities

Sam is more attracted to new ideas, ways of doing things and innovative concepts than Alex. The difference is such that it can cause all kinds of disconnectedness between the two of you. The problem escalates when the two of you have to decide on something that will influence both. Sam is attracted to the more innovative products, processes and technologies whilst Alex prefers the more conservative route. It can create endless frustrations in your relationship.

Sometimes the job people have to do needs strong innovative behavior and sometimes it doesn't. Discuss the need for innovation in your specific work environment and then find a way in which you can use this difference to contribute to the level of innovation required in your work environment. Shadowmatch wants you to discuss the following two statements with the aim to win an argument in a fun and enjoyable way. It will show you different perspectives and you will learn from each other. Alex must argue that the world has become obsessed with innovation without really making it a better place. We should rather stick to what we know works best. Sam must argue that the world will only be a better place if we could re-invent ourselves.

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Creating and Working with Structures of Discipline

Discipline is not equally important in all relationships. However, if there is a substantial difference - like in your relationship - it can easily become a problem. Sam has a much stronger preference to adhere to regulations in a situation where discipline, structure and rules are imposed on people than Alex. This can become a very frustrating scenario for both of you.

You will have to discuss the intensity of discipline necessary for the work you do. It will help you to understand your differences and it will help you understand each other. Sometimes too much emphasis on discipline can actually be counter productive. Tasks such as design, artwork, writing and innovation flourish amongst people with a more free approach compared to a more structured one. On the other hand, some tasks such as bookkeeping, programming, studying and teaching require more discipline. The fact that the two of you have different habits when it comes to Discipline, can be a wonderful opportunity. Alex can help Sam to apply more freedom and Sam can help Alex to be more structured.

Actively Dealing with Conflict

Keep in mind that the habit of conflict handling is related to conflict between the two of you as well as the way in which you as individuals handle conflict with people outside of your relationship. Sam will be much more active when dealing with conflict than Alex. This in itself can become a reason for conflict to escalate. Your first challenge is to get consensus on how you will handle conflict between the two of you and then on how to deal with conflict when working with people outside your relationship.

Work-related relationships can very easily become compromised as a result of conflict. Shadowmatch recommends that you to do some research on conflict handling and discuss your findings with each other. This will help you understand conflict in general as well as your own conflict engagement habits. Your Shadowmatch Full Report will also inform you further in this regard. In short, Alex prefers to work around conflict whilst Sam will be more willing to engage with conflict actively. (Face it!). Alex can for instance share with Sam how to be very selective when dealing with conflict and Sam can then share with Alex some of the reasons why active engagement with conflict works.

Helping Others (Altruism)

All relationships have a component of helping each other. Altruism refers to the behavior of helping someone without expecting something in return. Alex will be easily frustrated when Sam helps others just for the sake of helping. Sam will however be equally frustrated if Alex doesn’t want to help. The difference between the two of you is such that it can become a challenge for the long term success of your relationship.

In the workplace, helping each other can be very important. Start by seeing any individual success as a shared success - this will make it easy to help each other despite the differences between the two of you on this habit. Commit that you will help each other when necessary, even if it is not your habit to help others just for the sake of helping. With regards to Altruism in the workplace, a difference between two people must be handled very carefully. Remember, Sam wants to help other people and Alex is more prone to let people rather help themselves. The situation must lead you. In some situations it is more important to leave people to help themselves and in other situations helping is the right thing to do. Be wise and allow each other to act according to the situation and don’t interfere!

Self-Confidence: Trusting Your Own Abilities

Self-confidence in a relationship can become a challenge if the two individuals in the relationship function as equals but their self-confidence is largely different. Shadowmatch sees all people as equal, this is why it must bring your attention to the difference in your respective self-confidence profiles. It will be easier for Sam to do new things and Alex will be more reluctant to do new things without first testing it in a safe environment. You will have to allow each other these differences or the success of your relationship will be compromised.

In the working environment, differences in self-confidence can cause many frustrations. Please keep in mind, people with lower habits of self-confidence are just more cautious and sometimes more responsible towards the unknown - they want to make sure that things will work before they will do it themselves. You have an opportunity to learn from each other on this, especially given your differences. Learning from each other is very valuable with regards to Self-Confidence. Alex can teach Sam how to apply a bit more caution when doing high risk jobs and Sam can help Alex to be more confident when doing new and even high risk jobs. Maybe it could become a small mentorship program for one to the other!

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Being a Leader

Leadership can easily become a sensitive issue in a relationship - especially when leadership is experienced as a boss-type behavior. In all relationships someone has to take the lead in certain situations. You must discuss this because if your roles are not clear, it can become a problem. Sam will be more comfortable to take a leading role than Alex. If your roles however don't allow for this, you have a serious challenge.

The leadership differences between people at work is an issue. Imagine the more senior person in a relationship has a less intense habit of Leadership than the more junior person - this can become a major challenge. Or, as another example, the person with the stronger leadership patterns has less problem solving habits and a decision needs to be made on how to deal with a problem. You will have to be very sensitive towards each other on this and Shadowmatch wants you to discuss this in depth. You might even consider doing the Shadowmatch Leadership Personal Development Program together with a shared mentor.

Being Efficient When Doing a Job

Many relationships take strain because of differences in the pace and efficiencies between the two individuals in the relationship. This can easily happen with you. Sam has completed the Shadowmatch worksheet in a much more efficient way than Alex. If this is a pattern in your relationship, you run the risk of developing conflict and frustrations. Have a friendly, mature discussion and do your best to compromise. Sam should not necessarily expect Alex to operate at the same efficiency level, but rather provide some support to help Alex increase efficiency levels. Alex should not try to compete with Sam on areas where Sam is more efficient.

This, however, is at the core of a work-related relationship. There are many reasons why some people are less efficient than others. Rather than dwelling too much on these reasons, focus instead on working towards a solution so that these differences do not become a frustration. This is about being time efficient as well as outcomes efficient. In other words, you have to get on with the job and you have to get it right. When you discuss this, don't argue the reasons for the difference, get a solution!

Time Management During a Task

Frustrations in relationships are often related to small incidents like the way we utilize our time when performing a task. Sam has been much quicker than Alex in completing the Shadowmatch worksheet. If this becomes a pattern it will be a frustration in your relationship. When we do things together and the one is always quicker than the other, it can irritate both individuals. In any relationship we must always try to be sensitive to each other's pace of doing things with the aim to find some middle ground.

Work relationships are often time sensitive. This is just one of those realities we have to accept. Shadowmatch would like to help you with this difference. The best advice is to have a very open discussion on the issue of pace and rhythm when doing things. Discuss this and see if you can find a good match that works for both of you. It will also be a good strategy to check your critical time-lines continuously with one another and establish where you are in terms of being on time and on target.

Revisiting what has already been done

Successful relationships are those where people approve each other's behavior because they identify positively with these behaviors. When two people are in any kind of relationship and the one strongly disapproves the behavior of the other, the relationship runs the risk of developing conflict. Shadowmatch noticed that Alex had a stronger habit of revisiting and possibly changing some of the answers than Sam. The difference is such that Shadowmatch wants to bring your attention to this as a possible challenge. Shadowmatch does not look at the specific reasons why people go back to previous questions, but instead uses this to provide insight into how a person will interact with tasks. What is clear is the fact that if someone went back to previous questions during the task of completing the Shadowmatch worksheet, that person will follow the same behavior in other areas of life and work as well. This difference can become a frustration in your relationship and it will be good to discuss it with the aim to learn from each other and to find your best match on this.

Your work-related relationship can become very complicated when Alex goes back to work that has already been done to check on it and even change it whilst Sam has much less of an inclination to do this. Remember, nobody knows exactly why people do this. Just get a practical way to work around this and be open about it.

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Conclusion

In conclusion, it is part of human nature to ask: “Where do we start if we want to build our relationship towards being a more successful match?”. If Shadowmatch has to select one point of advice from all of the above, this is what it would be:

Alex has been much slower than Sam in doing the Shadowmatch worksheet. This indicates that you might tend to work and live your lives at a pace that is different. Discuss this and find ways that will ensure a better match in terms of the pace at which you do things, especially when you have to work on the same task.

Graphs

People Related Habits



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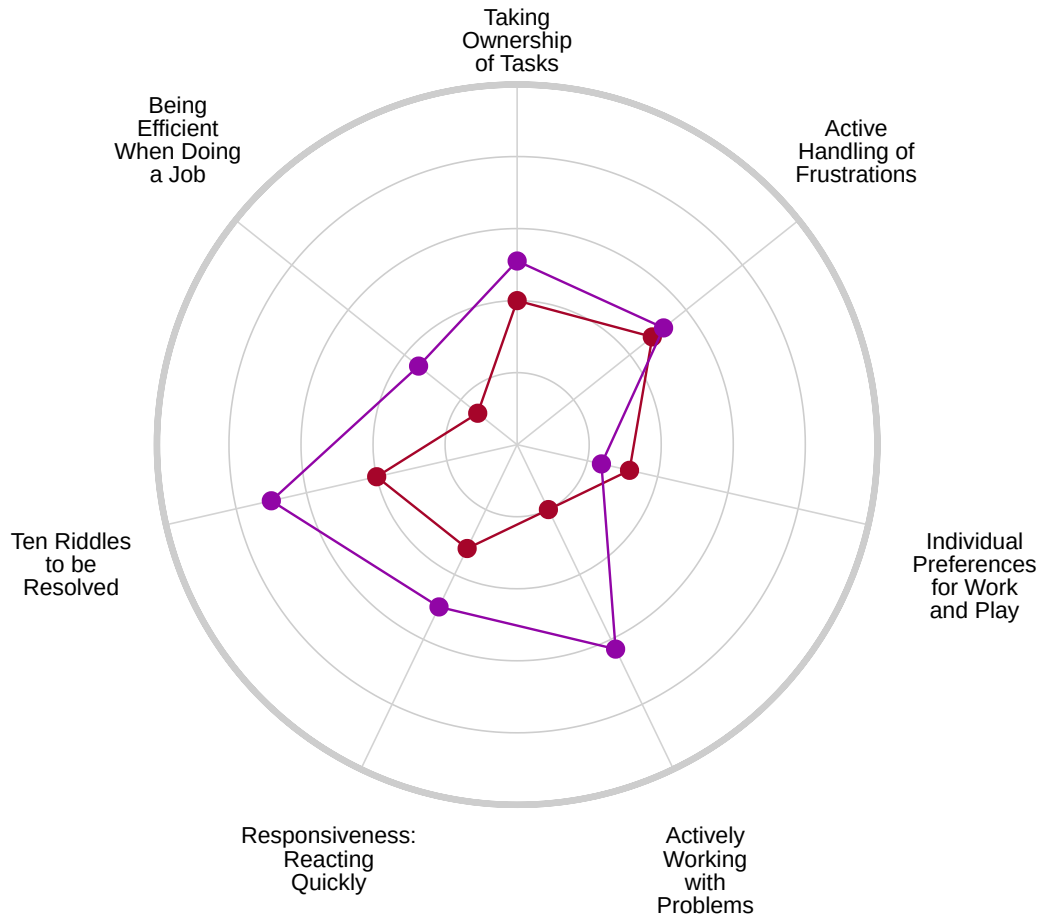
Task & Object Related Habits



Relationship Individuals:

Alex Example

Sam Sample

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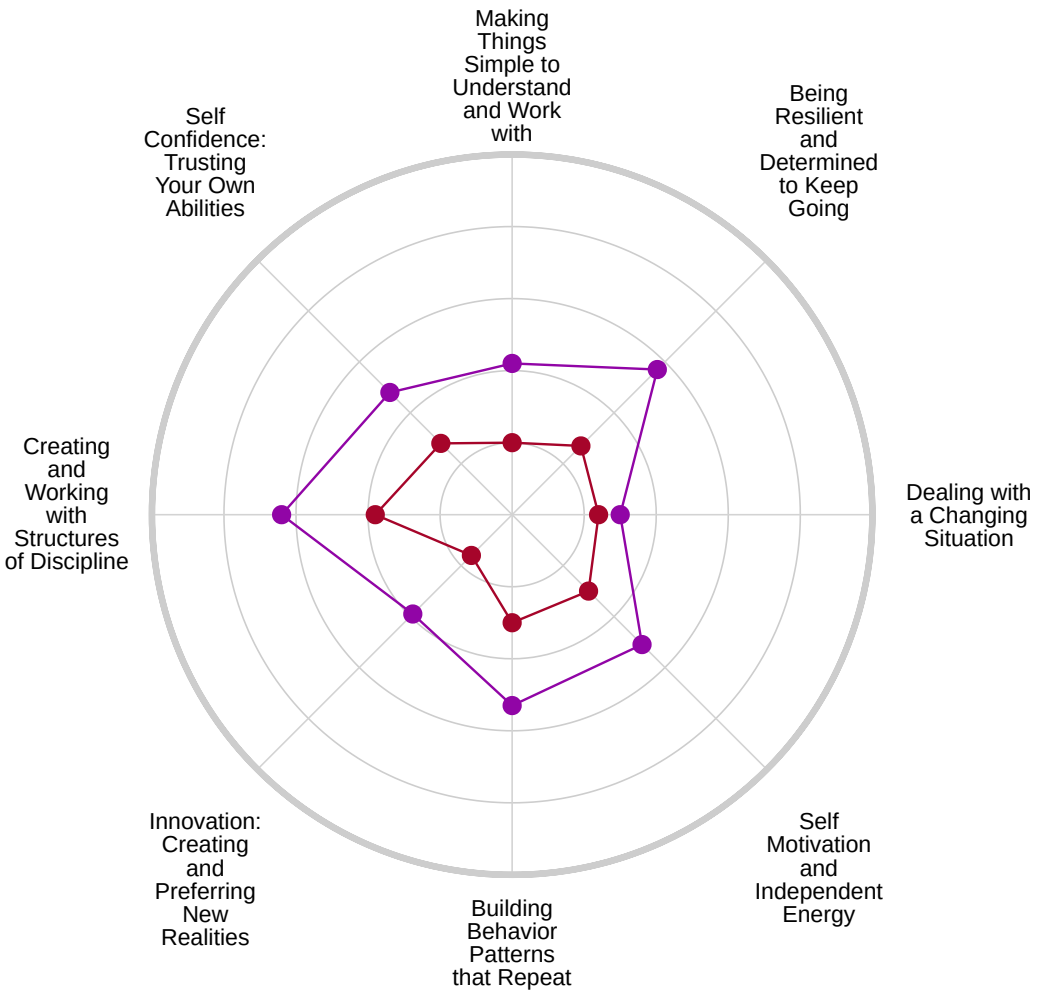
Internal (Independent) Habits



Relationship Individuals:

Alex Example

Sam Sample

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Attitude Graph

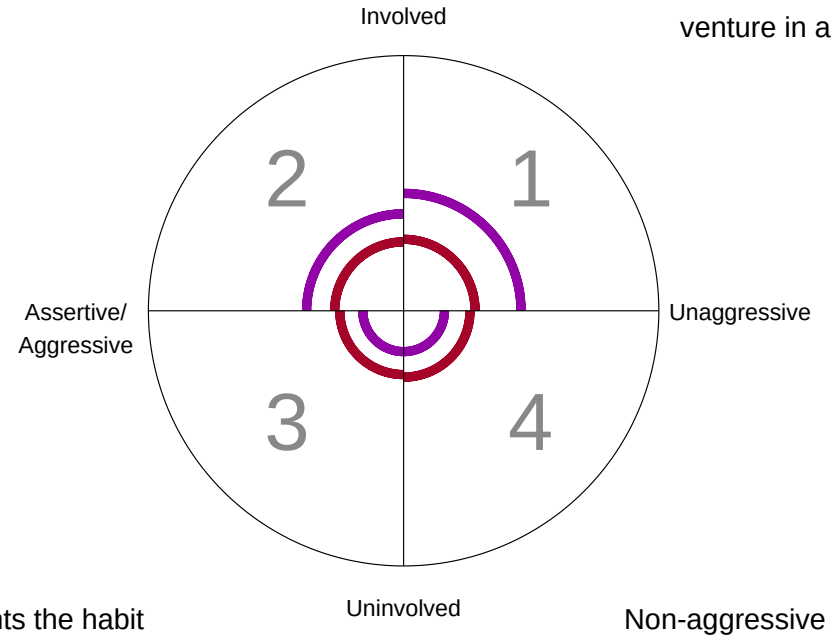
Relationship Individuals:
Alex Example
Sam Sample

Category 2

People that are dominant in this category show positive and assertive involvement. They are driven, motivated and involved. They can easily take a firm position with the willingness to call others to task if outcomes are not delivered.

Category 1

This category reflects the habit of positive participation in a predominantly non-aggressive manner. These individuals engage actively with their environment, their purpose is to contribute to the success of a venture in a positive, constructive and adaptable manner.



Category 3

This category represents the habit uninvolved assertiveness. They will often voice their frustrations without an active involvement towards a solution. It could also be described as an attitude of passive criticism. The habit of active criticism and passive participation.

Category 4

Non-aggressive and caution is the attitude represented in this quadrant. These individuals can quietly walk away from a situation. They don't easily get involved and when frustrated, they rather tend to disengage.

This report was generated on 2026-11-23 and is valid for one year.

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