



# QUOTIENT OVERVIEW

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DESCRIPTIONS OF 5 QUOTIENTS  
& SHARED PRIMARY GROUPS

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# M

Mentoring.

## FOCUSES ON: RELATIONSHIP & COMMUNITY

Naturally empathetic and social, those who score high in Mentoring bring a sense of camaraderie, community, and care that is necessary for teams, in order for them to grow in their relational cohesion and commitment to one another.

### WHEN MENTORING IS PRIMARY

For those with Mentoring as their highest quotient, their **end goal in life** is to experience healthy relationships and be part of a thriving community.



#### CATALYZES & STRATEGIZES

in order to cultivate healthy relationships and community.



#### DISCERNs & HOLDS ACCOUNTABLE

in order to cultivate healthy relationships and community.



#### ATTRACTS & CONNECTS

in order to cultivate healthy relationships and community.



#### SHARES KNOWLEDGE & IMPROVES

in order to cultivate healthy relationships and community.

### WHEN MENTORING IS SECONDARY

For those with Mentoring as their secondary quotient, they **accomplish their primary goal** by strengthening relationships and building a healthy community.



Strengthens and supports in order **TO ACHIEVE MISSION & MOVEMENT.**



Strengthens and supports in order **TO SEE PURPOSE & MEANING FULFILLED.**



Strengthens and supports in order **TO ADVANCE CONNECTION & CAUSE.**



Strengthens and supports in order **TO ENSURE CONTINUOUS LEARNING & LEGACY.**



#### THE END GOAL IN LIFE

- Community
- Relationships
- Harmony
- Unity
- Relational Cohesion
- Friendships
- Partnerships
- Healing
- Protection
- Safety
- Commitment to One Another



#### HOW THE END GOAL IS ACCOMPLISHED

- Listening
- Relating
- Empathizing
- Feeling
- Caring
- Restoring
- Healing
- Protecting
- Defending
- Guiding
- Counseling
- Mentoring
- Walking Alongside

# M

## Mentoring.

### Couplets with MENTORING AS PRIMARY

Each of these couplets is very concerned with relationship and community. Each values healthy relationships, unity, cohesion, safety, and commitment to the team. These values are the drives for Mentoring Couplets.

The secondary quotients define the differences in **how** each couplet enables, develops, or strengthens the community.



#### LIVES BY: CATALYZING & STRATEGIZING

The Community Builder is strategic. They play the important role of designing and building the necessary plans, programs, and processes that keep the team healthy and growing.

INNOVATIVE

RESOURCEFUL

RELATIONAL

SUPPORTIVE

IMPACTFUL



#### LIVES BY: DISCERNING & HOLDING ACCOUNTABLE

The Unifier is discerning. They protect the team by aligning its members with a broader sense of purpose, holding them accountable to shared values, and recognizing ill intent.

LOYAL

DISCERNING

RESTORATIVE

CARING

PURPOSEFUL



#### LIVES BY: ATTRACTING & CONNECTING

The Gatherer is connective. They draw people into the team by capturing real, inspirational stories and testimonies of existing team members, and persuasively communicating these messages to those outside the team.

EMPATHETIC

ENCOURAGING

INVITING

INSPIRING

COMPELLING



#### LIVES BY: SHARING KNOWLEDGE & IMPROVING

The Counselor is wise. They help the team improve by capturing, codifying, and sharing lessons for every member's benefit. They act as non-judgmental listeners, whose advice is practical, objective, and well thought-out.

RECEPTIVE

EMPATHETIC

THOROUGH

OBJECTIVE

WISE

# P

## Pioneering.

### FOCUSES ON: MISSION & MOVEMENT

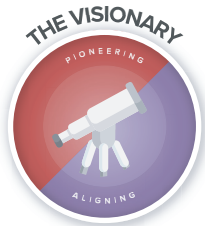
Those who score high in Pioneering establish strategic direction by defining the team's mission and vision. As natural entrepreneurs and risk takers, they bring a catalytic energy to mobilize people and resources, prioritize tasks, build momentum, and develop strategic partnerships to extend and multiply the team's impact.

#### WHEN PIONEERING IS PRIMARY

For those with Pioneering as their highest quotient, their **end goal in life** is to see the team's mission and big picture goals accomplished.



**STRENGTHENS & SUPPORTS**  
in order to achieve mission and movement.



**DISCERNs & HOLDS ACCOUNTABLE**  
in order to achieve mission and movement.



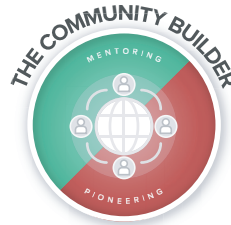
**ATTRACTS & CONNECTS**  
in order to achieve mission and movement.



**SHARES KNOWLEDGE & IMPROVES**  
in order to achieve mission and movement.

#### WHEN PIONEERING IS SECONDARY

For those with Pioneering as their secondary quotient, they **accomplish their primary goal** by strategizing, adapting, and executing the team's mission.



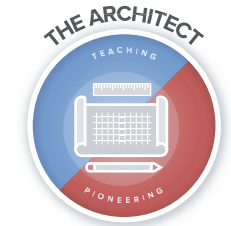
Catalyzes and strategizes in order **TO CULTIVATE HEALTHY RELATIONSHIPS & COMMUNITY.**



Catalyzes and strategizes in order **TO SEE PURPOSE & MEANING FULFILLED.**



Catalyzes and strategizes in order **TO ADVANCE CONNECTION & CAUSE.**



Catalyzes and strategizes in order **TO ENSURE CONTINUOUS LEARNING & LEGACY.**



#### THE END GOAL IN LIFE

- Strategy Execution
- Mission Accomplishment
- Milestone Achievement
- Forward Motion
- Movement
- Momentum
- Scalability
- Multiplication



#### HOW THE END GOAL IS ACCOMPLISHED

- Envisioning
- Risk-Taking
- Plowing
- Foundation Laying
- Expanding
- Extending
- Scaling
- Multiplying
- Resourcing
- Systemic/Holistic Thinking

# P

## Pioneering.

### Couplets with **PIONEERING AS PRIMARY**

Each of these couplets is very concerned with the mission of the team and keeping people and resources moving toward that goal. They think about the big picture and know what needs to be done to get there.

The secondary quotients define the differences in **how** each couplet accomplishes the mission or big-picture goal.



#### LIVES BY: **STRENGTHENING & SUPPORTING**

The Legacy Builder is collaborative. They achieve the goals of the team by establishing and strengthening community. They believe that success is just not as sweet without a sense of belonging and camaraderie in the team.

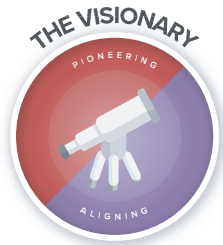
STRATEGIC

COLLABORATIVE

COMMITTED

SUPPORTIVE

ENTERPRISING



#### LIVES BY: **DISCERNING & HOLDING ACCOUNTABLE**

The Visionary is purposeful. Getting the job done is not enough. They see a higher purpose and meaning, and make sure the team can see it too. They don't believe in cutting corners. They will execute the plan with integrity and hold others accountable to do the same.

BOLD

ASPIRATIONAL

DEPENDABLE

ETHICAL

RISK-TAKING



#### LIVES BY: **ATTRACTING & CONNECTING**

The Forerunner is passionate. They believe in the goal of the team and this comes across in how they communicate to those inside and outside the team. They often equip others to be better communicators as well to promote team growth.

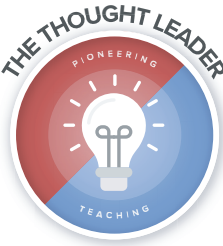
AMBITIOUS

PERSUASIVE

DYNAMIC

PASSIONATE

ASSERTIVE



#### LIVES BY: **SHARING KNOWLEDGE & IMPROVING**

The Thought Leader is systemic. They ensure excellence and success by capturing and codifying key knowledge, so it can be shared with new and existing team members. They create systems and programs where continuous learning and knowledge sharing can happen.

STRATEGIC

INFLUENTIAL

SYSTEMIC

INFORMATIVE

ANALYTICAL

# A

Aligning.

## FOCUSES ON: PURPOSE & MEANING

Those who score high in Aligning help answer the following questions for the team: Why do we exist? What's our great purpose? How will we make the world a better place? They also ensure the team operates consistently by shared values and will raise concerns when the team is not modeling fidelity & integrity.

### WHEN ALIGNING IS PRIMARY

For those with Aligning as their highest quotient, their **end goal in life** is to achieve a great purpose that brings meaning to them and those around them.



#### STRENGTHENS & SUPPORTS

in order to see purpose and meaning fulfilled.



#### CATALYZES & STRATEGIZES

in order to see purpose and meaning fulfilled.



#### ATTRACTS & CONNECTS

in order to see purpose and meaning fulfilled.



#### SHARES KNOWLEDGE & IMPROVES

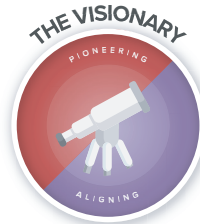
in order to see purpose and meaning fulfilled.

### WHEN ALIGNING IS SECONDARY

For those with Aligning as their secondary quotient, they **accomplish their primary goal** by connecting the team to a higher purpose and a set of shared values.



Discerns and holds accountable in order **TO CULTIVATE HEALTHY RELATIONSHIPS & COMMUNITY.**



Discerns and holds accountable in order **TO ACHIEVE MISSION & MOVEMENT.**



Discerns and holds accountable in order **TO ADVANCE CONNECTION & CAUSE.**



Discerns and holds accountable in order **TO ENSURE CONTINUOUS LEARNING & LEGACY.**



#### THE END GOAL IN LIFE

- Justice
- Purpose Alignment
- Values Alignment
- Integrity
- Fidelity
- Loyalty
- Character
- Embodied Principles & Ideals
- Morals
- Right Motives
- Making a Difference



#### HOW THE END GOAL IS ACCOMPLISHED

- Discerning
- Aligning
- Adjusting
- Purifying
- Authenticity
- Transparency
- Persevering
- Advocating
- Visualizing
- Predicting
- Challenging the Status Quo
- Speaking Truth to Power

# A

## Aligning.

### Couplets with **ALIGNING AS PRIMARY**

Each of these couplets feels a sense of purpose and meaning in everything they do. They are typically very discerning. They can see the consequences of actions and identify when others have ill intent or aren't aligned with the team's purpose and values.

The secondary quotients define the differences in **how** each couplet fulfills purpose and meaning.



#### LIVES BY: **STRENGTHENING & SUPPORTING**

The Guardian is protective. They are passionate about building strong relationships and community, centered around shared purpose and values. They are naturally caring and empathetic but will not tolerate anything that poses a threat to the community or its values.

PROTECTIVE

EMPATHETIC

PRINCIPLED

SUPPORTIVE

COMMITTED



#### LIVES BY: **CATALYZING & STRATEGIZING**

The Revolutionary is bold. They are not the type to shrink back in the face of opposition. They firmly believe in the purpose and will overcome any obstacle they encounter along the way. Their energy and passion inspire others to act.

PRINCIPLED

ASSERTIVE

DETERMINED

ADAPTABLE

RISK-TAKING



#### LIVES BY: **ATTRACTING & CONNECTING**

The Reformer is motivating. They are inspired by the team's purpose and able to communicate that purpose to others, in order to grow the team and its impact. They focus on the positive, highlighting benefits and keeping others motivated with their enthusiasm.

PURPOSEFUL

CELEBRATORY

POSITIVE

MOTIVATING

COMMUNICATIVE



#### LIVES BY: **SHARING KNOWLEDGE & IMPROVING**

The Guru cares about legacy. They believe the "heart and soul" of the team must be passed on. They use processes and training development to ensure that important knowledge and values are captured and shared among team members.

PURPOSEFUL

METHODICAL

PRESERVING

INFORMATIVE

PASSIONATE

# C

Championing.

## FOCUSES ON: CONNECTION & CAUSE

Those who score high in Championing are adept at building rapport, passionately communicating the team's message, and including those who feel like outsiders. As natural connectors and cheerleaders, they build relationships that will help the team or cause grow, while motivating the team to achieve short-term goals along the way.

### WHEN CHAMPIONING IS PRIMARY

For those with Championing as their highest quotient, their **end goal in life** is attracting and connecting people to their team or cause.



**STRENGTHENS & SUPPORTS**  
in order to advance connection and cause.



**CATALYZES & STRATEGIZES**  
in order to advance connection and cause.



**DISCERNs & HOLDS ACCOUNTABLE**  
in order to advance connection and cause.



**SHARES KNOWLEDGE & IMPROVES**  
in order to advance connection and cause.

### WHEN CHAMPIONING IS SECONDARY

For those with Championing as their secondary quotient, **they accomplish their primary goal** by communicating and inspiring people to join the cause.



Attracts and connects in order **TO CULTIVATE HEALTHY RELATIONSHIPS & COMMUNITY.**



Attracts and connects in order **TO ACHIEVE MISSION & MOVEMENT.**



Attracts and connects in order **TO SEE PURPOSE & MEANING FULFILLED.**



Attracts and connects in order **TO ENSURE CONTINUOUS LEARNING & LEGACY.**



#### THE END GOAL IN LIFE

- Growth
- Engagement
- Morale
- Motivation
- Inspiration
- Enthusiasm
- Positivity
- Connectedness
- Inclusiveness
- Enthusiastic Response to the Message



#### HOW THE END GOAL IS ACCOMPLISHED

- Communicating
- Storytelling
- Inspiring
- Recruiting
- Including
- Inviting
- Encouraging
- Motivating
- Cheerleading
- Celebrating
- Rapport-Building
- Connecting
- Networking
- Selling/Marketing



# C

## Championing.

### Couplets with **CHAMPIONING AS PRIMARY**

Each of these couplets is concerned about growing the cause and communicating a message. They are generally positive and persuasive, which draws people to be part of the team.

The secondary quotients define the differences in **how** each couplet promotes the growth of the team and its cause.



#### LIVES BY: **STRENGTHENING & SUPPORTING**

The Connector is a networker. They easily build rapport with people and make connections between members in the community. They are motivated by a cause and want it to grow. They build relationships and invite outsiders to join the team.

PERSUASIVE

GROWTH-ORIENTED

POSITIVE

RELATIONAL

INCLUSIVE



#### LIVES BY: **CATALYZING & STRATEGIZING**

The Passionary is a multiplier. They believe in a cause that's worth growing and they use their gifts to advance this goal. They will bring in new people and partnerships and develop systems that enable the team and its mission to expand and thrive.

GROWTH-ORIENTED

ENTHUSIASTIC

AMBITIOUS

ADAPTABLE

ENGAGING



#### LIVES BY: **DISCERNING & HOLDING ACCOUNTABLE**

The Activist is inspiring. They believe in a cause that serves a higher purpose and understand how the team's work makes a difference in the world. They will use real and inspiring stories of change to stir passion in others inside and outside the team.

EXPRESSIVE

INSPIRING

DEDICATED

PASSIONATE

IMPACTFUL



#### LIVES BY: **SHARING KNOWLEDGE & IMPROVING**

The Storyteller is a skillful communicator. They search for the most effective form of communication, valuing systems of feedback and learning. They define and promote the principles underlying the team's cause and often use stories and case studies to convey them to others.

ELOQUENT

MESSAGE-FOCUSED

INQUISITIVE

KNOWLEDGEABLE

EFFECTIVE

# T

## Teaching.

### FOCUSES ON: CONTINUOUS LEARNING & LEGACY

Those who score high in Teaching bring a practical & philosophical approach to capturing, preserving, and sharing knowledge. Naturally inquisitive, they fully explore and understand what makes the team successful to ensure both excellence and long-term sustainability are achieved.

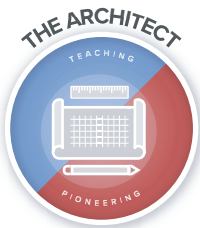
#### WHEN TEACHING IS PRIMARY

For those with Teaching as their highest quotient, their **end goal in life** is to see knowledge shared and embraced by everyone on their team.



#### STRENGTHENS & SUPPORTS

in order to ensure continuous learning & legacy.



#### CATALYZES & STRATEGIZES

in order to ensure continuous learning & legacy.



#### DISCERNES & HOLDS ACCOUNTABLE

in order to ensure continuous learning & legacy.



#### ATTRACTS & CONNECTS

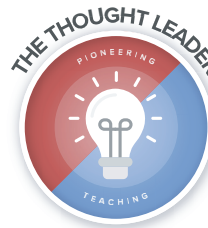
in order to ensure continuous learning & legacy.

#### WHEN TEACHING IS SECONDARY

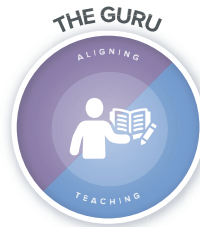
For those with Teaching as their secondary quotient, they **accomplish their primary goal** by sharing knowledge and creating a culture of learning and improvement.



Shares knowledge and improves in order **TO CULTIVATE HEALTHY RELATIONSHIPS & COMMUNITY.**



Shares knowledge and improves in order **TO ACHIEVE MISSION & MOVEMENT.**



Shares knowledge and improves in order **TO SEE PURPOSE & MEANING FULFILLED.**



Shares knowledge and improves in order **TO ADVANCE CONNECTION & CAUSE.**



#### THE END GOAL IN LIFE

- Knowledge Capture & Sharing
- Learning
- Applied Truth
- Personal Growth
- Continuous Improvement
- Excellence
- Sustainability
- Legacy



#### HOW THE END GOAL IS ACCOMPLISHED

- Researching
- Learning
- Codifying
- Philosophizing
- Thinking
- Processing
- Examining
- Systematizing
- Training
- Facilitating
- Coaching
- Curriculum Building
- Writing
- Speaking

# T

## Teaching.

### Couplets with **TEACHING AS PRIMARY**

Each of these couplets is concerned with truth and how that truth is relayed to others. Couplets with teaching as their primary quotient will value knowledge sharing, continuous learning, and training.

The secondary quotients define the differences in **how** each couplet executes that knowledge sharing and improvement.



#### LIVES BY: **STRENGTHENING & SUPPORTING**

The Coach is relational. They believe that truth becomes wisdom when it is shared in the context of life. They thrive in a practical and relational setting, in which truth is shared via modeling, apprenticeship, and experience.

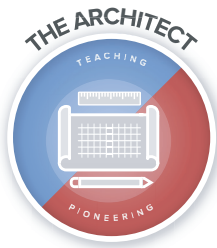
OBSERVANT

PRACTICAL

INSIGHTFUL

RELATIONAL

GUIDING



#### LIVES BY: **CATALYZING & STRATEGIZING**

The Architect is a learner. They find the most effective form of learning and use their holistic and systemic talents to design and implement systems that enable truth to propagate over time. They can process large amounts of information quickly and make the complex simple.

KNOWLEDGEABLE

INFORMATIVE

ACHIEVING

PRACTICAL

MASTERFUL



#### LIVES BY: **DISCERNING & HOLDING ACCOUNTABLE**

The Defender is a preserver. Because they connect the truth with a higher purpose, they believe it is worth protecting. They will codify important knowledge and principles, and foster a culture of continuous learning, so this truth can be shared with others.

COMMITTED

TRUTHFUL

SUSTAINING

ORGANIZED

PROTECTIVE



#### LIVES BY: **ATTRACTING & CONNECTING**

The Educator is compelling. They believe that truth is powerful, and they set out to educate and change mindsets. Whether through lectures, teaching, writing, or social media, they inspire others to change for the better.

COMPELLING

INFLUENTIAL

COMPETENT

COMMUNICATIVE

TRUTHFUL



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