

THESE
WILD HUMANS

N°9 R O A D S

KNOW YOUR ROAD

A short read. About two minutes.

Nine roads. Find the one you travel, and what actually restores you when you have been on it too long.

B E I N G S E E N , A S S T A N D A R D P R O C E D U R E .

How this works

Three steps. Nothing to submit, nobody to talk to, and no email required.

Most assessments describe what you are good at. **Everyone recognizes themselves in a list of virtues, which is why those tests tell you so little.**

This one describes what each road *costs*. Only your own will feel uncomfortable — and that discomfort is the signal. **Read for the sentence you would rather not have written down.**

STEP	WHAT YOU DO	TIME
One	Read nine sentences. Tick the two that land hardest.	One minute
Two	Decide between your two.	Thirty seconds
Three	Six quick statements about this week — not about you in general.	Thirty seconds
Then	Read your road, and do one thing tonight.	As long as you like
WHAT THIS IS, AND WHAT IT ISN'T		
This is a short, self-scored starting point. It is not a measurement, and we are not going to pretend otherwise.		
Nine sentences cannot reliably separate nine roads, and several of them look similar from the outside. If two feel true, that is information rather than an error — most people sit clearly on one road and borrow heavily from a neighbor.		
The full Read goes considerably further: your road, which part of you is running things at the moment, and a designed refuge across all nine senses. It is included with your first program.		

Step one · nine sentences

Tick the two that are most uncomfortably true. Not the two you admire — the two that cost you something.

- 1 [] I see what's wrong before I see what's good, and I usually fix it myself rather than have the conversation.
 - 2 [] I can tell you exactly what everyone around me needs. I would have to think hard to tell you what I need.
 - 3 [] I am not sure who I would be if I stopped producing, and I try not to look at that too closely.
 - 4 [] I feel most like myself when I am making something, and slightly unreal when I am not.
 - 5 [] I need to understand a thing completely before I will say anything about it, so I go quiet while I get there.
 - 6 [] I run the ways this could go wrong before I run the ways it could go right. I am often correct, which makes it hard to stop.
 - 7 [] I have more good ideas than I will ever finish, and the next one is always brighter than the one in front of me.
 - 8 [] I take up the space so nobody else has to, and I would rather not be seen tired.
 - 9 [] I can hold everyone's side at once, and somewhere in there I have lost track of which one is mine.
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IF YOU TICKED MORE THAN TWO

That is common, and usually means one of two things. **Either you are reading them as descriptions of good qualities** — go back and read for the cost, not the trait. **Or you are genuinely depleted right now**, in which case several roads' costs are all live at once. Step three will tell you which.

Step two · deciding between your two

A short tiebreak, and then the question that actually settles it.

First, ask this: of the two you ticked, **which one costs you more on a bad week?** Not which is more accurate on a good day — which one is still running when you are tired, and which one you would defend if somebody challenged it.

Then find both roads in the pages that follow and read them properly.

| *The one you would rather not have read is yours.*

That is not a trick. **Your own road describes something you have organized your life around not looking at directly**, and reading it accurately produces a small, specific discomfort that the other eight will not. If one of the two made you want to put the page down, you have your answer.

IF BOTH STILL FEEL TRUE

Read both, and treat the second as your wing. Most people travel one road and borrow the neighboring one heavily — under pressure, or at work, or with particular people.

The refuge advice at the end of each profile works either way, because it is built on what depletes you rather than on what to call yourself. **Do the one you need tonight and settle the label later.**

Step three · who is driving this week

Not about you in general. About the last seven days.

Nobody is one tidy self. There is a calm, clear part of you that leads well — and there are protective parts that step in when that part is depleted. **A great deal of what gets read as someone's personality is simply their protection driving.**

Tick any that are true of this week.

- ☐ I am sleeping less than I need, and I have stopped noticing.
- ☐ I have been shorter with people than I want to be.
- ☐ I am doing small tasks that do not need me, because they are easier than the ones that do.
- ☐ I canceled something restorative for something that turned out not to matter.
- ☐ I am rehearsing conversations that have not happened.
- ☐ I cannot remember the last time I was bored.

YOU TICKED	WHAT THAT SUGGESTS	WHAT TO DO
None or one	Your core is leading. You are reading your own road accurately, and the refuge below is maintenance rather than repair.	Keep the practice. It is working.
Two or three	You are borderline. Protection is taking over in some rooms and not others — usually the ones with the most at stake.	Do tonight's action tonight , not this weekend.
Four or more	Protection is driving. Whatever people are currently experiencing as your personality is mostly your armor.	The refuge below is not optional this week. Start there, before any decision you can postpone.

THE POINT OF THIS STEP

This is the difference between a label and a read. A label tells you what you are like. A read tells you who is currently in charge — and those are not the same thing, which is why good people have bad months and why the people around them take it personally.

If you scored four or more, the road below will read harshly. That is the armor talking, not the road. Read it again in a week when you have slept.

Your road

Find the number you ticked in step one. Each refuge is built as the gentle antidote to that road's pattern — not a reward for it.

1 · The Architect

The pattern. You hold a standard nobody asked you to hold, and you hold it constantly. What is wrong is louder to you than what is right, and correcting it is nearly involuntary.

What it costs. You do other people's work rather than have the conversation, which trains everyone around you to stop trying. And you cannot rest inside something imperfect — which means most of your own life is a thing to be improved rather than lived in.

At work. You are the quality bar. People eventually stop showing you drafts, which means you see things later and later, and then have less time to fix more.

Your refuge. Warmth, forgiveness, and something that cannot be graded. Bread flour and a linen cloth. A lopsided handmade cup. Low heat for the belly. A closing ritual object that shuts the ledger for the day.

Tonight: Eat something you made badly, off a plate that does not match.

2 · The Nurturer

The pattern. You read what people need before they say it, and you meet it before anyone notices. Being needed is not a burden to you — it is close to how you know you exist.

What it costs. You have no reliable practice of receiving, so your own needs arrive only as resentment or as illness. You are exhausted in a way that looks like generosity from the outside.

At work. You are the one people come to. Your own work slips to the evening, and nobody sees it slip, because you have never made it their problem.

Your refuge. Receiving rather than giving. Food cooked by other hands. A do-not-disturb card you are permitted to use on yourself. A hand balm meant for your own hands, not for anyone you are caring for.

Tonight: Let someone else feed you, and do not help.

3 · The Success

The pattern. You convert everything into progress. You are efficient, visible, and unusually good at knowing what will register with the room.

What it costs. Stopping feels like falling behind, so you rarely do. And you are not certain there is a self underneath the output — which is a question you keep just far enough away.

At work. You are reliable and highly legible, which means you are given more. Rest reads to you as a gap in the record.

Your refuge. Something unmeasurable. Slow, unoptimized food. No screen, no metric, no mirror. A weighted lap blanket for the hour after the day ends, when there is nothing left to report.

Tonight: Take one hour in which nothing you do can be counted.

4 · The Creative

The pattern. You are most real when you are making. Your hands think, and an idea that has not been made yet does not fully exist for you.

What it costs. In seasons with nothing to make, you go slightly unreal and mistake it for a mood. You may also treat feeling as evidence, which is sometimes right and expensively wrong.

At work. You do exceptional work in bursts. Process-heavy environments flatten you, and people read the flatness as a lack of commitment.

Your refuge. Material to work, not to admire. Clay, ink, a good brush. Earth tones to anchor you. Texture that keeps you in the body rather than in the interpretation of the body.

Tonight: Make something with your hands that nobody will ever see.

5 · The Genius

The pattern. You go all the way down. You will not speak until you understand, and when you do speak it is usually the most complete thing anyone has said.

What it costs. Understanding becomes a place to hide, and you can spend a great deal of energy preparing to be ready. You also ration yourself — with time, with attention, with people — because you are not confident there will be more.

At work. You are frequently the deepest thinker present and the last to speak, which means decisions are sometimes made without the thing you knew.

Your refuge. Replenishment before engagement, in that order. A single-origin tea. A beautiful timer. And solitude that you chose deliberately, rather than solitude you retreated into.

Tonight: Take an hour alone that you scheduled, rather than one you escaped into.

6 · The Detective

The pattern. You see what could go wrong, early and accurately. You are the reason things do not fail, and almost nobody credits you for the failures that never happened.

What it costs. Vigilance does not switch off, so you are tired in a way rest does not fix. And being right about risk often gets read as negativity, which teaches you to say less and scan more.

At work. You catch what others miss. You are also the person described as difficult in a meeting where you were simply the only one being accurate.

Your refuge. Predictability made physical. Weight, enclosure, a settled routine object. A candle with a stated burn time — because knowing exactly how long it will last is the point, not the light.

Tonight: Light something with a known burn time, and stay until it finishes.

7 · The Visionary

The pattern. You see what could be, vividly and early, and you can make other people see it too. Possibility is genuinely energizing to you rather than exhausting.

What it costs. The middle of things is where you suffer, so you start beautifully and hand

over late. You also use the next idea to outrun a feeling you would rather not sit inside.

At work. You open extremely well. The gap between your reputation for ideas and your reputation for finishing is a thing you can feel in the room.

Your refuge. One thing, savored, instead of ten chased. A long soak. A single excellent bar of chocolate rather than an assortment — the assortment is the pattern, not the treat.

Tonight: Finish one small thing completely before you begin anything else.

8 · The Protector

The pattern. You take the weight. You put yourself between people and whatever is coming, and you decide fast when others hesitate.

What it costs. You are rarely tender, because tenderness has generally not been safe for you. You are also more tired than anyone knows, since letting it show has never been an option you took seriously.

At work. You absorb the conflict in a room. Nobody can tell when you are at capacity, so nobody stops adding — and by the time you say something, it is not a request.

Your refuge. Somewhere safe enough to be tender. Hard effort and then real rest: heat, cold, a heavy blanket, and an hour in which nobody in the room needs anything from you.

Tonight: Take one hour where nobody present needs protecting.

9 · The Peacekeeper

The pattern. You hold the room level. You can see every side at once and you are genuinely reluctant to weight your own above anyone else's.

What it costs. Your preference goes unspoken so consistently that you have partly lost access to it. Being agreeable is not the same as being at peace, and you have been trading one for the other for a long time.

At work. You keep things steady, which is invisible until you are not there. Your own position is often the last one heard, and sometimes never.

Your refuge. Something chosen entirely to your own taste. A scent you picked, in a room arranged your way, with nobody else's preference consulted at any point.

Tonight: Choose one thing purely because you want it, and tell nobody.

What to do with this

Do tonight's action tonight. It is small on purpose. The refuge for each road is designed as the antidote to that road's pattern rather than a reward for running it harder — which is why it will feel slightly wrong, and why it works.

If you are reading this for your team

Nine people on nine roads need nine different things in order to do their best work, and most workplaces offer one. **That is the whole gap** — not effort, not care, and not training.

WHAT WE DO	WHAT IT MEANS FOR YOUR PEOPLE
Read	We find the human at work in every one of your people — and you keep the roster.
Build	Training, certification and gatherings designed around who is actually in the room, and your own people certified to hold the standard when we are not there.
Keep	Every moment that matters marked properly across the year — birthdays, anniversaries, welcomes, the hard weeks — for the person we actually found, without it landing on your team.

THE FULL READ

Included with your first program. It names your road, which part of you is currently running the house, and a designed refuge across all nine senses — light, sound, scent, taste, texture, weight, warmth, inner weather and balance.

Come home to your senses. Then go build refuge, on purpose, where the people you work with can feel it.

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These Wild Humans x N°9 ROADS