



Two-person detail report

2-person GlobalBazi detail report

This report compares each person's zodiac positions, Five Element balance and interaction score through a work lens: collaboration, authority, feedback, pressure escalation and communication rhythm. Read it from the main thread, to elements, to the four interaction layers, to the working dynamic, then the practical rules.

Work / responsibility relationship report

Mixed but workable · 61/100

Alex and Mary have a workable mix at 61/100. Their working rhythm scores 76, meaning they naturally sync on pace and method when tasks are clear. However, inner needs clash at 48, so when pressure rises they pull in opposite directions. The first step is to define roles and deadlines before relying on personal rapport.

Report subjects

Alex × Mary

Relationship context

Work / responsibility relationship

People

2

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Report ID

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Relationship score

61/100

Mixed but workable

Shared strongest

Earth

stability, responsibility, practical arrangements and safety

Shared weakest

Metal



1. Start with the relationship thread

Start with the score, core support pattern, main adjustment theme and each person's starting point.

MAIN THREAD

Core Relationship Dynamic

With an average score of 61, this pair is workable but requires conscious effort. The strongest shared element is Earth, bringing a mutual appreciation for order and reliability. But the weakest shared Metal means both of you tend to soften criticism or avoid hard boundaries. This mismatch shows up in your inner needs (48): Alex often wants to finalise and move on, while Mary may want to explore more options. The high working rhythm (76) can be a bridge if you use it to set a shared tempo before debating the details.

Support patterns

Working rhythm score 76: both of you prefer a steady, methodical pace. When you agree on a timeline, you naturally keep each other on track without micromanaging.

Outer impression score 68: you both come across as cooperative and team-oriented (Wood Pig style). This makes first meetings and casual check-ins feel easy and low-pressure.

Pressure patterns

Inner needs score 48: when under deadline stress, Alex (Earth Dog) wants to lock down decisions quickly, but Mary (Wood Snake) may keep revising the plan. This creates friction unless a firm cutoff is agreed upfront.

Future direction score 50: Alex (Earth Horse) tends to push for results, while Mary (Water Horse) may adjust the path based on intuition. They can pull in different directions if the goal isn't clearly defined.

Each person's starting point

This keeps only the essentials; detailed interpretation appears in the relevant sections below.

Alex



1996-01-02 12:00 · United Kingdom

Core rhythm

Strongest Water 46%

Weakest Fire 6%

Mary



1996-01-09 12:00 · United Kingdom

Core rhythm

Strongest Earth 49%

Weakest Metal 6%



2. Five Elements, consolidated

Shared strongest, shared weakest, individual percentages and relationship impact are kept together here.

How the shared element pattern affects this relationship

Both of you have a strong Earth element (Alex 29%, Mary 49%), which means you both value stability, structure, and clear responsibility. This helps you agree on processes and follow-through. However, your weakest shared element is Metal (both 6%), so giving direct feedback or setting firm boundaries doesn't come naturally. You may avoid tough conversations, letting small frustrations pile up until someone bursts. To keep things smooth, you need to deliberately create a feedback routine, not just rely on good vibes.

Shared strongest

Earth

Shared weakest

Metal



Metal

Alex
Mary



Wood

Alex
Mary



Water

Alex
Mary



Fire

Alex
Mary



Earth

Alex
Mary



Alex

Alex's strongest element is Water (46%), so their first reaction often leans toward emotional flow, intuition, response speed and emotional boundaries. Their weakest element is Fire (6%), so the relationship works better when the other person does not expect this part to happen automatically.

Mary

Mary's strongest element is Earth (49%), so their first reaction often leans toward stability, responsibility, practical arrangements and safety. Their weakest element is Metal (6%), so the relationship works better when the other person does not expect this part to happen automatically.



3. How the four positions affect the two of you

This section only covers zodiac positions and relationship layers: outer impression, working rhythm, inner needs and future direction.

Combined zodiac positions

Combined view

Each position appears once; the order follows outer impression, working rhythm, inner needs and future direction, not high-to-low score ranking. Compare both people, then read what that layer means in the relationship.

Outer impression



This layer shows how both people come across to teams, clients, colleagues or external stakeholders.

Same first impression helps bonding

People	Combined positions	Layer score
Alex × Mary	Wood Pig × Wood Pig	68/100

Why this score

The score starts at 50 because you both have a similar outer style (Wood Pig). That adds 12 points for same expression pattern – you both come across as approachable and team-oriented. Plus 6 for same life rhythm, meaning you both prefer a steady, cooperative pace. Total 68.

How the two positions combine

Both of you as Wood Pigs mean you naturally try to keep harmony and avoid direct confrontation. This makes initial meetings smooth and friendly. However, because you both avoid conflict, problems can go unaddressed. You may assume agreement when you actually have different views. This position is comfortable but can lead to passive-aggressive undertones if disagreements aren't surfaced.

Concrete example

In a meeting, Mary proposes a new process. Alex nods in agreement to keep things moving, but later doesn't follow through because he had concerns he didn't voice. Mary feels let down.

Do this

Alex, practice saying 'I have a concern' early.
Mary, explicitly ask 'Do you see any issues?' to draw out honest feedback.

Avoid this

Don't assume silence means agreement. When you both nod, it may just be politeness. Avoid saying 'I thought we were on the same page' without checking.

Inner needs

Working rhythm



This layer shows authority, deadlines, work pressure and whether daily delivery connects smoothly.

Natural alignment on pace and method

People	Combined positions	Layer score
Alex × Mary	Earth Rat × Earth Ox	76/100

Why this score

Starting from 50, same expression element (both Earth) adds 8 points – you both like structured, step-by-step execution. The clear life-rhythm connection adds 18 points because Earth Rat and Earth Ox complement each other: Rat is methodical but flexible, Ox is steady and reliable. Total 76.

How the two positions combine

Earth Rat (Alex) likes to work in a logical sequence but can adapt. Earth Ox (Mary) prefers a fixed plan and thoroughness. Together, you can create a workflow that is both efficient and thorough. Alex may spot shortcuts, while Mary ensures quality. The tension comes when Alex moves ahead without checking with Mary, or when Mary slows down too much. But overall, this is your strongest area for collaboration.

Concrete example

You're developing a marketing timeline. Alex suggests using a project management tool with automated reminders. Mary prefers a detailed Gantt chart. You combine both: the tool for daily tracking, the chart for overview.

Do this

Alex, run small changes by Mary before implementing.
Mary, allow Alex room to optimise steps as long as the final deliverable is solid.

Avoid this

Don't let Mary's desire for perfection stall progress.
Don't let Alex's efficiency skip quality checks. Agree on a review point midway.

Future direction



Alex



Mary

This layer shows what each person needs under pressure: trust, boundaries, feedback style and support style.

Different needs under stress

People

Alex x Mary

Combined positions

Earth Dog x Wood Snake

Layer score

48/100

Why this score

Starting from 50, the expression style can pressure the other side – subtracts 6 because Earth Dog (Alex) pushes for closure, while Wood Snake (Mary) wants to explore options. Life rhythm can feed the other side adds 4 because Mary's thoughtful approach can eventually enrich Alex's decision. Total 48.

How the two positions combine

Alex's inner need (Earth Dog) is to finalise and feel loyal to a clear plan. Mary's inner need (Wood Snake) is to reflect and adapt based on insight. When deadlines loom, Alex wants to lock in decisions; Mary wants more time to weigh possibilities. This can feel like Alex is rushing and Mary is stalling. The 4-point positive connection means if you give Mary a structured way to explore (e.g., a pros/cons list), she can feed back useful insights that Alex can then lock down.

Concrete example

You're choosing a vendor for a project. Alex wants to pick one after comparing two quotes. Mary wants to get a third quote and check references. Alex feels delayed; Mary feels rushed.

Do this

Set a firm deadline for decision-making. Mary, do your research within that window. Alex, wait until the deadline to decide. Use Mary's insights to strengthen the final choice.

Avoid this

Don't let Alex decide unilaterally without Mary's input – she'll feel ignored. Don't let Mary delay indefinitely – Alex will lose trust. Avoid 'let's just decide now' or 'let's think about it more' without a time limit.



Alex



Mary

This layer shows long-term collaboration direction, career drive and quieter work expectations.

Similar push but different signals

People

Alex x Mary

Combined positions

Earth Horse x Water Horse

Layer score

50/100

Why this score

Starting from 50, expression style can pressure the other side subtracts 6 because Earth Horse (Alex) drives forward steadily, while Water Horse (Mary) adjusts direction based on intuition. Same life rhythm adds 6 – both Horses want to move forward, so you share momentum. Total 50.

How the two positions combine

Both of you have Horse in your future direction, meaning you both want progress and hate stagnation. Alex's Earth Horse is more grounded, focusing on tangible results and timelines. Mary's Water Horse is more fluid, adapting based on new information. This can work when you both agree on the destination – Alex drives the pace, Mary navigates the route. But if the goal is ambiguous, Alex will push in a straight line while Mary may change course, causing frustration.

Concrete example

You're planning the team's quarterly goals. Alex sets three fixed KPIs. Mary suggests leaving room for a new opportunity that may arise. Alex feels the goals should be locked; Mary feels flexibility is key.

Do this

Agree on the destination first, then let Mary propose alternative routes. Alex, commit to the goal but allow small course corrections within agreed boundaries.

Avoid this

Don't let Mary's flexibility become indecision. Don't let Alex's rigidity block smart adjustments. Avoid 'we have to stick to the plan no matter what' or 'let's just see where it goes'.

Alex

Zodiac positions in the work interaction

Alex has an outer impression of Wood Pig, meaning you naturally appear friendly and approachable. Your working rhythm is Earth Rat, so you like things done in order and on time. Your inner needs are Earth Dog, which means you need clear commitments and a sense of duty to feel secure. Your future direction is Earth Horse, pushing you to move steadily but with a sense of urgency.

What they need in the work interaction

In this work relationship, Alex needs Mary to be clear about expectations and deadlines. Vague instructions or last-minute changes throw off your rhythm.

How others can support them

Mary can support Alex by giving a structured brief upfront, then letting you work independently. Regular check-ins work better than constant supervision.

What makes them shut down

Alex gets stuck when the goal keeps shifting. You may withdraw or become passive if you feel your effort isn't leading anywhere definite.

Mary

Zodiac positions in the work interaction

Mary has an outer impression of Wood Pig, so you appear cooperative and flexible. Your working rhythm is Earth Ox, meaning you value reliability and a step-by-step approach. Your inner needs are Wood Snake, which makes you thoughtful and sometimes strategic about how you achieve goals. Your future direction is Water Horse, giving you a blend of intuition and drive.

What they need in the work interaction

Mary needs Alex to respect the process and follow through on agreed tasks. Surprises or incomplete work bother you because they disrupt the plan.

How others can support them

Alex can support Mary by reporting progress early and flagging risks before they become problems. This helps Mary adjust the plan rather than react.

What makes them shut down

Mary gets overwhelmed when timelines are tight and she can't see a clear path. You may become rigid or micro-manage to regain control.



4. How the two of you collaborate, support and get stuck

The score is only the entry point. This section focuses on support, friction, real scenarios and repair inside the work interaction.

Pair comparison

61/100 · Relationship score

Alex × Mary

Mixed but workable

Score order follows the four relationship layers, not high-to-low ranking: Outer impression 68, Working rhythm 76, Inner needs 48, Future direction 50. Overall score is $(68 + 76 + 48 + 50) / 4 = 61/100$.

Solid rhythm, but watch the inner pull



Why it feels this way

Your working rhythm scores 76, which is the highest in your chart. This means when both of you focus on a shared task, you naturally fall into a comfortable pace – Alex likes order, Mary likes reliability. However, your inner needs score only 48, so when the pressure is off or the goal changes, you both pull in different directions: Alex wants to finalise, Mary wants to reconsider.



How they support each other

Mary, you can support Alex by giving a clear decision deadline. Alex, you can support Mary by sharing your reasoning early so she can adjust her thinking. The Earth Ox (Mary) and Earth Rat (Alex) working rhythm means you both appreciate a planned sequence – use that as your safe zone.



Where friction starts

Friction often starts when Mary, with her strong Earth need for structure, feels Alex is moving too fast or skipping steps. Alex, with high Water, may feel Mary is over-analyzing or slowing things down unnecessarily. The inner needs clash (48) makes this worse because neither feels the other understands their core drive.



Real work scenario

You're working on a quarterly report. Mary sets a detailed template with sections due by Friday. Alex finishes early and submits on Wednesday but skips two optional sections. Mary feels the report is incomplete and asks for revisions. Alex feels the optional parts weren't critical and that the deadline was met.



How to get along

Before starting a task, agree on what 'done' looks like. Mary, clearly state which parts are mandatory. Alex, confirm you understand the scope. Use the high working rhythm to set a shared timeline. If Alex finishes early, use the extra time to double-check rather than submit immediately.



Repair plan

When one feels frustrated, step away for 5 minutes. Then, the person who felt triggered (likely the one with stronger Earth – Mary) should say what needed to happen. Alex, listen without defending first. Then Alex, restate the agreed scope. End with a concrete adjustment: 'Next time, I will mark optional sections clearly.'

Element comparison

How to read this comparison

This is not about who is better. It shows roughly how much each element occupies within that person's full element pattern. The reference average is 20%; above 20% means the person tends to use that response more naturally, below 20% means it may not activate automatically.



Wood

Gap approx. 3 percentage points · Similar strength Wood is similar for both people

This means both people tend to approach growth direction, planning flexibility and trying new approaches in a similar way. It can create quick agreement, but also shared blind spots when stuck.

Do this: Use deliberate roles: one person names the direction, the other checks timing, details or emotional impact.



Fire



Gap approx. 3 percentage points · Mary is stronger Mary is stronger in Fire

Mary is more likely to express through intensity, tone and immediate reaction. Alex may feel pressured or assume it has already become anger.

Do this: Cool the temperature before important topics: acknowledge the feeling first, then state the request. Do not begin by demanding an answer.



Earth



Gap approx. 20 percentage points · Mary is stronger Mary is stronger in Earth

Mary is more likely to look for safety, stability, responsibility and practical arrangements. Alex may feel there are many demands, but the core need is knowing whether things are grounded.

Do this: Turn safety into arrangements: date, budget, roles and who follows up. Practical structure works better than repeated reassurance.



Metal



Gap approx. 0 percentage points · Mary is stronger Metal is similar for both people

This means both people tend to approach rules, boundaries, responsibility and shared standards in a similar way. It can create quick agreement, but also shared blind spots when stuck.

Do this: Use deliberate roles: one person names the direction, the other checks timing, details or emotional impact.



Water



Gap approx. 21 percentage points · Alex is stronger Alex is stronger in Water

Alex is more likely to read the work interaction through feeling, observation, information and response speed. Mary may need a clearer answer so things do not feel too fluid.

Do this: Set a response time first, such as 'I'll answer tonight' or 'Let's talk tomorrow morning.' Feelings can move, but response timing needs structure.

FULL ANALYSIS

Detailed relationship analysis

01

How your working rhythm sets the foundation

Your working rhythm score of 76 is the strongest position in your relationship. Both of you prefer a methodical, step-by-step approach – Alex's Earth Rat and Mary's Earth Ox complement each other like a well-oiled machine. When you have a clear plan and timeline, you execute smoothly with little friction. This is your safe zone: whenever you feel out of sync, return to a structured plan to reset.

Key points

Use Monday planning sessions to lock in the week's steps.

When a new task appears, plot it on the existing timeline before acting.

02

Where you pull apart: inner needs and future direction

Your inner needs (48) and future direction (50) are the weaker spots. Under stress, Alex wants to close decisions quickly (Earth Dog), while Mary wants to keep options open (Wood Snake). In long-term planning, Alex's Earth Horse pushes for concrete milestones, while Mary's Water Horse adapts to new information. This can create a push-pull dynamic where one feels rushed and the other feels held back.

Key points

Set decision deadlines that satisfy both: a cutoff for exploration, then a final call.

For long-term goals, define the destination but allow flexible routes.

03

Repairing after friction

Because both of you have weak Metal, you tend to avoid direct confrontation. After a disagreement, you may both withdraw instead of resolving. The repair process needs to be structured: step back, state what you needed, and agree on a specific change. Your strong working rhythm can help – use it to create a 'repair checklist' that turns emotions into action items.

Key points

After a conflict, schedule a 10-minute follow-up within 24 hours.

Write down one thing each will do differently next time.



5. What to do after reading

The final section keeps practical work moves only: collaboration scenarios, scripts, escalation and repair steps, response rules and responsibility agreements.

DAILY DIRECTIONS

How to handle different work interaction situations

Dealing with last-minute requirement changes



Why this area matters

Mary's strong Earth (49%) makes her prefer a stable plan, while Alex's high Water (46%) can adapt quickly. When requirements shift,

Feedback delivery after a missed deadline



Why this area matters

Both of you have weak Metal (6%), meaning giving direct criticism is uncomfortable. Alex may avoid giving feedback, while Mary may

Alex may jump to adjust, but Mary feels unsettled by the disruption.



Likely problem

Mary may resist or insist on reverting to the original plan, causing tension. Alex might implement changes without consulting Mary, making her feel sidelined.



Do this

When a change comes, Mary, pause and assess impact for 10 minutes before reacting. Alex, present the change and your proposed solution, but wait for Mary's approval before acting.



Avoid this

Don't implement changes on the fly without a brief check-in. Avoid saying 'it's easy, let's just do it' to Mary.



Repair if it happens

If Mary feels bypassed, acknowledge the oversight and walk through the change together. Re-commit to a simple rule: any scope change goes through a quick verbal 'OK' first.

soften it too much, leading to unclear expectations.
Likely problem



After a missed deadline, Alex might not say anything, hoping Mary will notice. Mary might say 'it's okay, let's try harder next time' without addressing the cause.



Do this

Use a structured feedback formula: state the fact (deadline missed by 2 days), the impact (client review delayed), and a forward fix (set internal deadline 2 days before client due). Alex, prepare this in writing; Mary, deliver it calmly.



Avoid this

Don't avoid the conversation or blame. Avoid 'it's fine' when it's not, or 'you always miss deadlines' which is too aggressive.



Repair if it happens

If feedback came out harsh, the giver should apologise for tone and re-frame. The receiver should say how they'd prefer to hear it. Then agree on a neutral check-in point for next deadline.

SCRIPTS

Phrases you can actually use

When a project scope changes mid-week



Say this

I see the client wants to add this feature. Let me sketch how it affects our timeline, and we can decide together if we shift other priorities.



Avoid saying

Don't say 'This is a last-minute change, I don't like it' – it triggers Mary's Earth need for stability. Also avoid 'Let's just do it, it's fine' – Alex's Water adaptability may ignore Mary's need for structure.



Why it works

When one of you feels the other is micromanaging



Say this

I need some space to work through this part. Can I check in with you when I reach the halfway point?



Avoid saying

Avoid 'Stop checking on me' or 'You're too controlling' – it will make Mary tighten control or Alex withdraw. Also avoid silent compliance that builds resentment.



Why it works

This line acknowledges the change, brings data (timeline effect), and invites joint decision-making. It works because Mary (Earth Ox) trusts data-driven choices, and Alex (Earth Rat) appreciates a logical path forward.

This request sets a boundary but offers a structured check-in. It appeals to Mary's need for progress visibility (Earth) and Alex's need for autonomy (Water). It turns a power struggle into a scheduled touchpoint.

30-DAY PLAN

A practical sequence after reading

1

Week 1

Establish a clear decision-making rule for scope changes. Since inner needs score is 48, this is your top friction area. Start with a simple rule: no change without a 10-min discussion.

Mary, create a one-page template for evaluating scope changes: impact on timeline, resources, and alternatives.

Alex, commit to using the template for any change you propose, filling it out before bringing it to Mary.

Check-in question

Did we discuss every change that came up this week using the template? If not, what got missed?

2

Week 2

Improve feedback flow. Both have weak Metal (6%), so practice a weekly 5-min feedback exchange using a simple start/stop/continue format.

Alex, write one start/stop/continue for Mary. Focus on one behaviour, not personality.

Mary, do the same for Alex. Exchange at a scheduled time, not in the heat of a moment.

Check-in question

Did the feedback feel constructive? Could you both say the feedback without feeling defensive?

3

Week 3

Reinforce working rhythm (76). Use your natural pace alignment to set a shared weekly planning session every Monday morning for 15 minutes.

Mary, list the weekly priorities and deadlines. Alex, confirm understanding and flag any potential issues.

Both, end the session with a clear 'what's due by Friday' summary.

Check-in question

Did the Monday plan help you avoid last-minute surprises? If not, adjust the format.

How to support each other and what to avoid



How to help each other



How to communicate

Use 'I need X because Y' format. For example, Alex: 'I need the final list by Tuesday because I have to



What not to do

Don't assume the other knows what

Mary can help Alex by providing early clarity on deliverables, so Alex's Water flow has a clear channel.

Alex can help Mary by flagging potential bottlenecks early, so Mary's Earth planning can adjust proactively.

prepare the report.'
Mary: 'I need a draft by Monday because I have to review it.' This appeals to both your Earth sides.

When giving feedback, start with a shared goal: 'To hit our deadline, could we try...' rather than 'You did this wrong.'

you're thinking – your inner needs are different (48). Check assumptions explicitly.
Don't let small issues slide because you both avoid conflict (weak Metal). That turns into big issues.



How to repair conflict

If a conflict escalates, take a 10-minute break. Then the person who felt unheard says 'I need to feel that my concern was considered.' The other repeats back what they heard.

End the repair with a concrete action: 'Next time, I will send a draft before the meeting, and you will give feedback by end of day.'



Daily rules

Rule 1: Use a shared task board with clear owners and deadlines. This works for Mary's order and Alex's clarity.

Rule 2: Have a 5-minute end-of-day check-in (sync or async) to share progress and flag risks. This prevents surprises.

Four work-collaboration rules



Work communication

Misunderstandings often come from assuming agreement. Since both have Wood Pig outer impression, you nod to keep peace. Start each conversation with 'Let me check if I understand...' to surface hidden concerns.



Authority and responsibility

Mary as manager owns the final decision, but Alex should own the execution details. Use the working rhythm strength: Mary sets the framework, Alex fills in the steps. Review together at milestones.



Pressure support

When pressure builds, Alex needs clarity of purpose (Earth Dog), while Mary needs control over the process (Earth Ox). Give Alex the 'why' and Mary the 'how' – both will feel secure.



Decision rhythm

For major decisions, use a two-step process: first, Mary defines the criteria and deadline. Then, Alex researches and proposes options. Finally, Mary makes the call with Alex's input. This respects Mary's Earth need for structure and Alex's Water need for adaptability.

NEXT STEPS

What to do after reading this report

Implement the Monday planning session this week to strengthen your working rhythm.

Agree on a scope-change rule: any change requires a brief impact assessment before action.

Try the start/stop/continue feedback exchange at the end of week 2 to build your Metal (feedback) muscle.