

Understanding Your Strengths

Execution	Influence	Relationship	Strategic
<i>I know how to make things happen, get things done, and I work tirelessly to do that.</i>	<i>I know how to speak up, take charge, and make sure the team is heard.</i>	<i>I have the ability to build strong relationships that can hold a team together to achieve more.</i>	<i>I help teams consider what could be. I absorb and analyze information that can inform better decisions.</i>
Achiever – Great deal of stamina and works hard. Satisfaction in being busy and productive.	Activator – Make things happen by turning thoughts to action. Often impatient.	Adaptability – Prefer to “go with the flow.” Take things as they come and discover one day at a time.	Analytical – Search for reasons and causes – think about all factors that might affect a situation
Arranger – Can organize but are also flexible. Figure out how all pieces maximize productivity.	Command – Have presence. Take control of a situation and make decisions.	Connectedness – Faith in links between all things. Things happen for a reason few coincidences.	Context – Enjoy thinking about the past. Understand the present by researching its history
Belief – Core values that are unchanging, which define a purpose for their life.	Communication – Find it easy to put their thoughts into words. Good conversation/presentation.	Developer – Recognize and develop potential in others. Derive satisfaction from improvement.	Futuristic – Inspired by the future and what it could be. Inspire others with vision of the future.
Consistency – Keenly aware of need to treat people the same. Set up clear rules and adhere to them.	Competition – Measure progress against performance of others. Strive for first place; like contests.	Empathy – Sense feelings others by imagining themselves in others’ lives situations.	Ideation – Fascinated by ideas. Able to find connections between seemingly disparate ideas.
Deliberative – Serious are in making decisions. Anticipate the obstacles.	Maximizer – Focus on strengths as way to stimulate personal and group excellence. Transformative.	Harmony – Look for consensus. Don’t enjoy conflict. Seek areas of agreement.	Input – Crave knowing more. Often collect and archive information.
Discipline – Enjoy routine and structure. Create order.	Self-Assurance – Feel confident in ability to manage own life. Confidence decisions are right.	Includer – Accepting of others. Aware of those who feel left out, make effort to include them.	Intellection – Intellectually active. Introspective and appreciate intellectual discussions.
Focus – Can take direction, follow through, and make corrections to stay on track. Prioritize, then act.	Significance – Want to be important in eyes of others. Independent and want to be recognized.	Individualization – Gift in seeing how people with different qualities can work together.	Learner – Great desire to learn and continuously improve. Excited by process of learning, not outcome.
Responsibility – Take ownership of what they say they will do. Committed to stable values.	Woo – Love challenge of meeting new people and winning them over. Break ice and make connections.	Positivity – Enthusiasm that is contagious. Can get others excited about what they are going to do.	Strategic – Create alternative ways to proceed. In any scenario, spot the relevant patterns and issues.
Restorative – Adept at dealing with problems. Good at figuring out what’s wrong and fixing it.		Relator – Enjoy close relationships with others. Satisfaction in working with friends to achieve a goal.	

Theme Descriptors and Barrier Labels

Achiever	Balcony: tireless, strong work ethic, leads by example, go-getter, hungry
	Basement: unbalanced, brown-noser, overcommitted, can't say no, burns the candle at both ends, too concentrated on work
Activator	Balcony: self-starter, fire-starter, energy source, fearless
	Basement: ready-fire-aim, loose cannon, speaks before thinking, in left field (because others haven't caught up)
Adaptability	Balcony: flexible, comfortable in times of change, easy to get along with, goes with the flow
	Basement: directionless, indecisive, sheep, inconclusive, whimsical
Analytical	Balcony: thinks things through, smart, logical, deep, thorough, comfortable with numbers, figures, and charts
	Basement: rude, short, tough, never satisfied with the answer, asks too many questions
Arranger	Balcony: flexible, organizer, juggler, aligns and realigns tasks to find the most productive configuration possible, efficient, conductor
	Basement: lacks structure, too flexible, doesn't follow the existing rules or procedures, constantly changes priorities, lacks vision
Belief	Balcony: passionate, steadfast, knows where they stand, altruistic, family-oriented, ethical, responsible
	Basement: stubborn, set in his or her ways, elitist, unaccepting of other ideas, opinionated, goody-two-shoes
Command	Balcony: charisma, direct, driven, inspirational, easy to follow, clear, concise
	Basement: bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn
Communication	Balcony: storyteller, great presence, easy to talk to, energizer, entertaining, charismatic
	Basement: blabbermouth, poor listener, self-absorbed, show-off, always needs attention
Competition	Balcony: driven, motivated, number one, measurement-oriented, winner
	Basement: sore loser, not a team player, puts down others, self-centered, confrontational
Connectedness	Balcony: spiritual, "doesn't sweat the small stuff," strong faith, always looking at the big picture, helps others see purpose
	Basement: passive, naïve, too idealistic, wishy-washy
Consistency	Balcony: just, problem-solver, policymaker
	Basement: "by the book," inflexible, unwilling to customize/individualize

Theme Descriptors and Barrier Labels

Context	Balcony: has a robust historical frame of reference, learns lessons from the past, knows how things came to be, can leverage knowledge of the past
	Basement: slow to move and react to change, closed-minded, lives in the past
Deliberative	Balcony: good judgment, identifies risk, makes solid decisions, can plan for the unexpected
	Basement: standoffish, aloof, cautious, slow, introverted, afraid to act
Developer	Balcony: grows talent in others, teacher, coach, enjoys helping others succeed, invests in others
	Basement: not an individual contributor, wastes time on low-potential people, spectator
Discipline	Balcony: high productivity and accuracy because of ability to structure, breaks down complex into steps, great planners, promotes efficiency
	Basement: overbearing, rigid, mechanized, can't handle change
Empathy	Balcony: creates trust, brings healing, knows just what to say/do, customizes approach to others
	Basement: "soft," moody, over-involved
Focus	Balcony: point person, disciplined, purposeful, laser-like precision, identifies important areas quickly, goal setter and goal getter
	Basement: absorbed, tough to relax, intense, stressed
Futuristic	Balcony: imaginative, creative, visionary, even prophetic, inspiring
	Basement: dreamer, "Fantasy Island," out in left field, lacks pragmatism
Harmony	Balcony: negotiator, can see both sides of a situation, great at asking questions, able to arrive at consensus, great facilitator
	Basement: weak, indecisive, nonconfrontational, avoids conflict
Ideation	Balcony: improves on the existing, learns quickly, agile mind
	Basement: serendipitous, lacks follow-through, creates more work
Includer	Balcony: invites others in, caring, engages others, sensitive, takes up for others
	Basement: indiscriminate, unable to decide, generous to a fault
Individualization	Balcony: sees the uniqueness in all individuals, intuitively knows that "one size doesn't fit all," appreciates the differences in others
	Basement: unable to synthesize when it comes to people, has difficulty placing group above individual, difficulty in making people decisions

Theme Descriptors and Barrier Labels

Input	Balcony: great resource, knowledgeable, excellent memory, mind for detail, collects interesting things, excellent conversationalist
	Basement: knows a lot of worthless information, packrat, cluttered house-cluttered mind, boring conversationalist
Intellection	Balcony: excellent thinker, enjoys musing, capable of deep and philosophical thought, able to work alone
	Basement: a loner, slow to act or wastes time thinking too much, isolated, doesn't work well with others
Learner	Balcony: always learning, catches on quickly, interested in many things, finds life intriguing
	Basement: a know it all, lacks focus on results, learns a lot — produces little, bookish
Maximizer	Balcony: mastery, success, excellence, working with the best
	Basement: perfectionist, picky, never good enough, always reworking
Positivity	Balcony: enthusiastic, lighthearted, energetic, generous with praise, optimistic
	Basement: insincere, naïve, superficial, Pollyanna
Relator	Balcony: caring, trusting, a great friend, forgiving, generous
	Basement: lives in a clique, crony, has an inner circle, plays favorites
Responsibility	Balcony: committed, accountable, independent, trusted, conscientious
	Basement: micromanager, obsessive, can't say "no," takes on too much
Restorative	Balcony: problem solver, troubleshooter, finds improvements and solutions
	Basement: focuses on weaknesses, punitive, negative, critical
Self-Assurance	Balcony: self-confident, strong inner compass, risk-taker
	Basement: arrogant, self-righteous, over confident, stubborn
Significance	Balcony: seeks outstanding performance, does things of importance, independent
	Basement: recognition hungry, self-focused, needy
Strategic	Balcony: anticipates alternatives, intuitive, sees different paths
	Basement: jumps to quick decisions, difficult to understand his or her thinking, closed-minded
Woo	Balcony: outgoing, people-oriented, networker, rapport-builder
	Basement: fake, shallow, does not care about deep relationships