

STRENGTH CHARACTERISTICS

TALENTS	BALCONIES	BASEMENTS
Achiever	tireless; strong work ethic; leads by example; go-getter; hungry	unbalanced; brown-noser; overcommitted; can't say no; burning the candle at both ends; too concentrated on work
Activator	self-starter; fire-starter; energy source; fearless	ready-fire-aim; loose cannon; speak before you think; in left field (because others haven't caught up)
Adaptability	flexible; comfortable in times of change; easy to get along with; go with the flow	directionless; indecisive; sheep; inconclusive; whimsical
Analytical	well thought out; logical; deep; thorough; comfortable with numbers, figures, and charts; smart	rude; short; tough; never satisfied with the answer; too many questions
Arranger	flexible; organizer; juggler; aligning and realigning tasks to find the most productive configuration possible; efficient; conductor	lack of structure; too flexible; don't follow the existing rules or procedures; constantly changing priorities; lack of vision
Belief	passionate; steadfast; know where they stand; altruistic; family-oriented; ethical; responsible	stubborn; set in their ways; elitist; unaccepting of other ideas; opinionated; goody-two-shoes
Command	charismatic; direct; driven; inspirational; easy to follow; clear; concise	bossy; know-it-all; domineering; rude; abrupt; short; strong-willed; inflexible; stubborn
Communication	storyteller; great presence; easy to talk to; energizer; entertaining; charismatic	blabbermouth; poor listener; self-absorbed; show-off; always needs attention
Competition	driven; motivated; number one; measurement-oriented ; winner	sore loser; not a team player; puts down others; self-centered; confrontational
Connectedness	spiritual; "doesn't sweat the small stuff;" strong faith; always looking at the big picture; helps others see purpose	passive; naive; too idealistic; wishy-washy
Consistency	just; problem-solver; policy maker	"by the book;" inflexible; unwilling to customize / individualize
Context	has a robust historical frame of reference; learns lessons from the past; knows how things came to be; can leverage knowledge of the past	slow to move and react to change; closed-minded; lives in the past
Deliberative	good judgment; identifies risk; makes solid decisions; can plan for the unexpected	standoffish; aloof; cautious; slow; introverted; afraid to act
Developer	grows talent in others; teacher; coach; enjoys helping others succeed; invests in others	not an individual contributor; wastes time on low-potential people; spectator
Discipline	high productivity and accuracy because of ability to structure; breaks down complex into steps; great planner; promotes efficiency	overbearing; rigid; mechanized; can't handle change
Empathy	creates trust; brings healing; knows just what to say / do; customizes approach to others	"soft;" moody; over-involved
Focus	point person; disciplined; purposeful; laser-like precision; identifies important areas quickly; goal setter and goal getter	absorbed; tough to relax; intense; stressed
Futuristic	imaginative; creative; visionary; even prophetic; inspiring	dreamer; "Fantasy Island;" out in left field; lacks pragmatism
Harmony	negotiator; can see both sides of a situation; great at asking questions; able to arrive at consensus; great facilitator	weak; indecisive; non-confrontational; avoids conflict
Ideation	improves on the existing; learns quickly; agile mind	serendipitous; lacks follow-through; creates more work
Includer	invites others in; caring; engages others; sensitive; takes up for others	indiscriminate; unable to decide; generous to a fault
Individualization	sees the uniqueness in all individuals; intuitively knows that "one size doesn't fit all;" appreciates the differences in others	unable to synthesize when it comes to people; has difficulty placing group above individual; difficulty in making people decisions
Input	great resource; knowledgeable; excellent memory; mind for detail; collects interesting things; excellent conversationalist	knows a lot of worthless information; packrat; cluttered house / cluttered mind; boring conversationalist
Intellection	excellent thinker; enjoys musing; capable of deep and philosophical thought; able to work alone	a loner; slow to act or wastes time thinking too much; isolated; doesn't work well with others
Learner	always learning; catches on quickly; interested in many things; finds life intriguing	a "Know-It-All;" lacks focus on results; learns a lot / produces little; bookish
Maximizer	mastery; success; excellence; working with the best	perfectionist; picky; never good enough; always reworking
Positivity	enthusiastic; lighthearted; energetic; generous with praise; optimistic	insincere; naive; superficial; Pollyanna
Relator	caring; trusting; a great friend; forgiving; generous	lives in a clique; crony; has an inner circle; plays favorites
Responsibility	committed; accountable; independent; trusted; conscientious	micro-manager; obsessive; can't say "no;" take on more than you can chew
Restorative	problem solver; troubleshooter; finds improvements and solutions	focuses on weaknesses; punitive; negative; critical
Self-Assurance	self-confident; strong inner compass; risk-taker	arrogant; self-righteous; over-confident; stubborn
Significance	seeks outstanding performance; does things of importance; independent	recognition-hungry; self-focused; needy
Strategic	anticipates alternatives; intuitive; sees different paths	jumps to quick decisions; difficult to understand their thinking; closed-minded
Woo	outgoing; people-oriented; networker; rapport-builder	fake; shallow; does not care about deep relationships