

EXECUTORS - Values driven and goal focussed, get stuff done. They are responsible problem solvers, planners and pragmatists.

STRENGTH	DESCRIPTION	KNOWN BY TEAM	LEADERSHIP	IN CONFLICT	SHADOW SIDE	STRENGTH PARTNER
Achiever	People strong in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.	To challenge	Delivery	Solution focussed	Workaholic	Activator
Arranger	People strong in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.	To design a plan	Productivity	Are flexible	Busybody; frequent rearranging	Futuristic
Belief	People strong in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.	To have a sense of purpose	Provide clarity	Keep things on track	Dogmatic; inflexible	Futuristic
Consistency	People strong in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone in the world fairly by setting up clear rules and adhering to them	To be fair	Treat people the same	Set up clear rules	Controlling, rule-bound	Maximiser
Deliberative	People strong in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.	To think things through	Anticipate obstacles	Help make decisions	Slow; ponderous & hesitant	Command, Self-assurance Activator
Discipline	People strong in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.	To organise	Create order	Add structure	OCD; order and structure before people	Input
Focus	People strong in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritise and then act.	To finish	Prioritise & follow through	Stay on track	Driven; ignores present reality	Adaptability
Responsibility	People strong in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.	To see things through	Take ownership	Are honest and loyal	No boundaries; over-committed	Belief
Restorative	People strong in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.	To solve problems	Assess challenges	Help resolve differences	Problem-focused; intrusive	self-assurance Activator

INFLUENCERS - Energy driven and engagement focussed, sell ideas and opportunities. They are confident communicators.

STRENGTH	DESCRIPTION	KNOWN BY TEAM	LEADERSHIP	IN CONFLICT	SHADOW SIDE	STRENGTH PARTNER
Activator	People strong in the Activator theme can make things happen by turning thoughts into action. They are often impatient.	Fast paced	Make things happen	Can be impatient	Impatient; leaps before looking	Futuristic, Strategic
Command	People strong in the Command theme have presence. They can take control of a situation and make decisions.	To make decisions	Take control	Resolution	Dictator; bossy	Empathy
Communication	People strong in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.	To tell their story	Are great presenters	Need to be heard	Talks too much; poor listener	Empathy Individualisation
Competition	People strong in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.	To be the best	Want to be the best	Need to win	Win at all costs; sore loser	Positivity
Maximiser	People strong in the Maximiser theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.	Achieve excellence	Focus on strengths	Seek to improve	Perfectionist; never satisfied	Restorative
Self-assurance	People strong in the Self-assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.	To be right	Provide confidence	Influence outcome	Arrogant; over-confident; self-sufficient	Strategic, Futuristic
Significance	People strong in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized.	To make a difference	Strive to be important	Need to be recognised	Self-importance; elevated view of contributions	Connectedness
Woo	People strong in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with another person.	To meet people	Network with others	Keep people connected	Shallow; manipulative; superficial	Input

RELATIONSHIP BUILDERS - Team driven and people focussed, get others involved. They create cohesion and synergy.

STRENGTH	DESCRIPTION	KNOWN BY TEAM	LEADERSHIP	IN CONFLICT	SHADOW SIDE	STRENGTH PARTNER
Adaptability	People strong in the Adaptability theme prefer to "go with the flow." They tend to be "now" people who take things as they come and discover the future one day at a time.	To have flexibility	Live in the moment	Go with the flow	Unfocused; no plans	Focus Belief
Developer	People strong in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.	To encourage others	Cultivate growth in people	Recognise improvements	Too patient; wastes time on low performers	Individualisation
Connectedness	People strong in the Connectedness theme have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.	To connect	Provide hope	Supply rationale	Always "out there" flaky	Communication
Empathy	People strong in the Empathy theme can sense the feelings of other people by imagining themselves in others' lives or others' situations.	To understand others	Tune into others	Sense others' feelings	Too emotional & involved	Activator Command
Harmony	People strong in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.	To achieve consensus	Promote collaboration	Look for agreement	Avoidance of conflict	Command Activator
Includer	People strong in the include theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.	To Involve people	Accept people	Include people	Never satisfied; unable to decide	Strategic
Individualisation	People strong in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.	To Appreciate uniqueness	Join people together	Recognize varying viewpoints	Nosy; overwhelmed with people information	Analytical
Positivity	People strong in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.	To Engender enthusiasm	Get buy-in	Keep things upbeat	Naïve; "everything is beautiful"	Maximiser
Relator	People who are strong in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.	To foster good relationships	Enjoy reaching goals	Concern about distance from people	Cliqish; categorises people	Discipline Focus

STRATEGIC THINKERS - Future driven and decision focussed, deliver change. They are opportunists.

STRENGTH	DESCRIPTION	KNOWN BY TEAM	LEADERSHIP	IN CONFLICT	SHADOW SIDE	STRENGTH PARTNER
Analytical	People strong in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.	To think critically	Assess situations	Can see all sides	Overly critical; too many questions	Activator
Context	People strong in the Context theme enjoy thinking about the past. They understand the present by researching its history.	To know the background	Research history	Think about the past	Living in the past	Futuristic
Futuristic	People strong in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.	To have a vision	Inspire others	Focus on what could be	Dreamer; head in the clouds	Activator
Ideation	People strong in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.	To see the big picture	Make connections	Are creative	Brainstorming gone awry; impractical	Analytical
Input	People strong in the Input theme have a craving to know more. Often, they like to collect and archive all kinds of information.	To get information	Need to know more	Ask for the facts	Packrat; overwhelmed with "stuff"	Focus, Discipline
Intellection	People strong in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.	To think	Are introspective	Encourage discussions	Absent-minded; aloof	Learner
Learner	People strong in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.	To learn	Want to improve	Focus on the process	Lack of depth; shallow interests	Maximiser
Strategic	People strong in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.	To see alternatives	Forge the path forward	Quickly name the issues	Always planning; over-programming; unexplained decisions	Activator