

Executing: Making things happen	Influencing: Reach a broader audience	Relationship Building: Glue that holds the team together	Strategic Thinking: Focus on what "could" be
Achiever Arranger Beliefs Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communicator Competition Maximizer Self-assurance Significance Woo	Adaptability Developer Connectedness Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

Achiever: People Strong in Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive

Activator: can make things happen by turning thoughts into actions. They are often impatient

Adaptability: 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

Analytical: search for reasons and causes. They have ability to think about all the factors that might affect a situation.

Arranger: 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.

Belief: have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.

Command: have presence. They can take control of a situation and make decisions.

Communication: generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

Competition: measure their progress against the performance of others. They strive to win first place and revel in contests.

Connectedness: have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.

Consistency: are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear rules and adhering to them.

Context: enjoy thinking about the past. They understand the present by researching its history.

Deliberative: are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

Developer: recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

Discipline: enjoy routine and structure. Their world is best described by the order they create.

Empathy: can sense the feelings of other people by imagining themselves in others' lives or situations.

Focus: can take direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.

Futuristic: are inspired by the future and what could be. They inspire others with their visions of the future.

Harmony: look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

Ideation: are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

Includer: are accepting of others. They show awareness of those who feel left out and make an effort to include them.

Individualization: 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.

Input: have a craving to know more. Often they like to collect and archive all kinds of information.

Intellection: are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

Learner: have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

Maximizer: focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

Positivity: have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

Relator: enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

Responsibility: take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

Restorative: are adept at dealing with problems. They are good at figuring out what is wrong and how to resolve it.

Self-Assurance: feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

Significance: want to be very important in the eyes of others. They are independent and want to be recognized.

Strategic: create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

Woo: 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.

ADAPTED FROM : Rath, Tom and Conchie, Barry , *Strengths Based Leadership: Great Leaders, Teams and Why People Follow*, Gallup Press, 2009