

Thinking Talents – Drivers and Shadows

THINKING TALENT	Type	Driver	SHADOW ATTRIBUTE
Adapting	Innovative	Flexible, doesn't mind change	Wishy-washy
Believing	Relational	Ethical, high values	Self-Righteous
Collecting	Analytic	Acquiring things or facts	Hoarding
Connection	Relational	Networking, building bridges	Enmeshed in too many ideas or people
Creating Intimacy	Relational	Maintaining deep relationships	Overly loyal
Enrolling	Relational	Creating new relationships	Pitchman
Equalizing	Procedural	Fairness for everyone	"It's not fair!"
Feeling for Others	Relational	Empathetic	Co-dependent
Fixing It	Analytic	Seeing what's wrong, solving problems	Critical
Focusing	Procedural	Single-minded concentration	Obsessive on one thing
Get to Action	Procedural	Making something happen now	Impatient
Goal-Setting	All	Constantly driven to accomplish	Driven
Having Confidence	Procedural	Self-assured	Arrogant
Humor	All	Always finding humor in situations	Smart aleck
Including	Relational	"All for one, one for all"	Consult everyone on everything
Innovation	Innovative	New and different approaches	"There must be a new way!"
Love of Learning	Innovative	Drawn to learn something new	Learning junkie
Loving Ideas	Innovative	Looking for new theories, concepts	Pie in the sky
Making Order	Analytic	Organizing and aligning	Controlling
Mentoring	Relational	Fostering growth in others	Preachy
Optimism	Relational	Positive enthusiasm	Cheerleading
Particularize	Relational	Observing and fostering uniqueness	Nosy
Peacemaking	Relational	Seeking harmony	Conflict-avoidant
Precision	Procedural	Concerned with exactness	Nitpicky
Reliability	Procedural	Responsible and accountable	Plays by the rules
Seeking Excellence	Analytic	Making the most of everything	Never satisfied
Standing Out	Innovative	Desiring recognition for success	Narcissist
Storytelling	Relational	Using stories to inspire	Exaggerating
Strategy	Innovative	Finding alternate scenarios, options	Scheming
Taking Charge	Procedural	Directing others into action	Bossy
Thinking Ahead	Innovative	Always focused on the future	Crystal-ball gazing
Thinking Alone	All	Needing time to contemplate	Loner
Thinking Back	Procedural	Using the past as a benchmark	Stuck in the past
Thinking Logically	Analytic	Rational and data-focused	Skeptical
Wanting to Win	All	Inspired by competition	Ruthless