

THINKING TALENTS

**Adapting**



**“How can I adapt to what’s happening now?”**

Lives in the moment and discovers the future one choice at a time; expects and enjoys detours. Flexible, adjusts easily to change.

ALWAYS    SOMETIMES    NEVER

THINKING TALENTS

**Believing**




**“Does this mesh with my beliefs?”**

High ethics guides behavior; people know where this person stands. Makes decisions based on values.

ALWAYS    SOMETIMES    NEVER

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**Collecting**




**“What am I interested in here?”**

Collects information, things, quotations, artifacts, or facts—anything that is deemed interesting. The world is exciting because of its variety; acquiring, compiling, and filing stuff away keeps things fresh.

ALWAYS    SOMETIMES    NEVER

THINKING TALENTS

**Connection**




**“How is this part of something larger?”**

Loves to connect people and/or ideas; sees the relationship between things and/or people; perceives how one thing is part of something larger.

ALWAYS    SOMETIMES    NEVER

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**Creating Intimacy**




**“How can I be closer and more genuine with the people I already know?”**

Comfortable with intimacy; encourages deepening of relationships; “the more that is shared together, the more that is risked together.” May have a challenge meeting new people.

ALWAYS    SOMETIMES    NEVER

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**Enrolling**




**“How can I relate to this new person?”**

Enjoys challenge of meeting new people and getting in their good graces; enjoys developing rapport, breaking the ice, making a new connection, then moving on.

ALWAYS    SOMETIMES    NEVER

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**Equalizing**




**“Is everyone being treated fairly?”**

Needs balance and to know that people are being treated in the same way; turned off by individualism; feels a need for a consistent environment of clear rules, where people will all know what’s expected.

ALWAYS    SOMETIMES    NEVER

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**Feeling for Others**



**“What are people feeling now?”**

Senses emotions in those nearby; shares their perspective in order to understand their choices; hears the unvoiced questions; anticipates others’ needs.

ALWAYS    SOMETIMES    NEVER

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**Fixing It**



**“What’s the solution to this problem?”**

Energized by breakdowns; loves to identify what’s wrong and repair it or anticipate what might go wrong and avert it. Enjoys rescuing and saving something.

ALWAYS    SOMETIMES    NEVER

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**Focusing**



**“What’s the point here?”**

Capacity to concentrate on a goal for a long period of time. May need clear destination or will get frustrated; able to filter out distractions; keeps people on point and off tangents.

ALWAYS    SOMETIMES    NEVER

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**Get to Action**



**“What can I do right now?”**

Impatient for action rather than contemplation. Must make something happen.

ALWAYS    SOMETIMES    NEVER

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**Goal-Setting**



**“What can I accomplish today?”**

Has daily drive to accomplish something and meet a goal. Every day starts at zero and must achieve something tangible. There is a perpetual whisper of discontent.

ALWAYS    SOMETIMES    NEVER

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**Having Confidence**

**“What,  
me worry?”**

Knows he or she is able to deliver.  
Self-assured; no one can tell  
this person what to think. Alone has  
the authority to come to conclusions.

ALWAYS SOMETIMES NEVER

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**Humor**

**“What is amusing  
about this?”**

Enjoys seeing the humor in  
situations. Can lighten tense  
moments and puts self and others  
at ease with laughter.

ALWAYS SOMETIMES NEVER

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**Including**

**“How can I stretch the  
circle wider?”**

Desires to make others part  
of the group so as many as possible  
can feel its support; no one should  
be on the outside looking in;  
accepting, nonjudgmental.

ALWAYS SOMETIMES NEVER

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**Innovation**

**“How can this be done  
differently?”**

Loves to create new processes  
or products; easily bored  
with routine. Energized by  
never having done it before.

ALWAYS SOMETIMES NEVER

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**Love of Learning**

**“What can I learn next?”**

Drawn always to the process more than the content of learning; energized by the journey from ignorance to competence. The outcome is less important than what is learned.

ALWAYS SOMETIMES NEVER

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**Loving Ideas**

**“What’s a thrilling idea or theory to explain this?”**

Searches for concepts to explain things; loves theories; derives jolt of energy from a new idea.

ALWAYS SOMETIMES NEVER

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**Making Order**

**“How can I align all these different variables?”**

Enjoys managing and aligning many variables into the best configuration. Jumps into confusion and devises new options; organizes what’s messy.

ALWAYS SOMETIMES NEVER

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**Mentoring**

**“What can help others grow?”**

Sees potential in others; every person is a work in progress; goal is to help others achieve success; searches for signs of growth in others.

ALWAYS SOMETIMES NEVER

## THINKING TALENTS

**Optimism**

**“What’s right about this?”**

Generous with praise; always on the lookout for the positive; contagiously enthusiastic; finds a way to lighten people’s spirits. The glass is always half full.

ALWAYS SOMETIMES NEVER

## THINKING TALENTS

**Particularize**

**“How is each of us unique?”**

Intrigued by unique qualities of each person; observes each person’s style and how each thinks and builds relationships; keen observer and developer of others’ talents and strengths.

ALWAYS SOMETIMES NEVER

## THINKING TALENTS

**Peacemaking**

**“Where is the common ground?”**

Looks for areas of agreement; holds conflicts to a minimum; prefers to search for consensus; will modify own direction in service of harmony.

ALWAYS SOMETIMES NEVER

## THINKING TALENTS

**Precision**

**“How can I order this chaos?”**

The world needs to be predictable; imposes structure, sets up routines, timelines, and deadlines; needs to feel in control; dislikes surprises; impatient with errors. Control is a way of maintaining progress and productivity.

ALWAYS SOMETIMES NEVER

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**Reliability**

“How can I do this right?”

Excuses and rationalizations are not acceptable; has to take responsibility for anything committed to; reputation for conscientiousness and dependability. Easily frustrated by what is perceived as others' irresponsibility.

ALWAYS SOMETIMES NEVER

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**Seeking Excellence**

“How can this be excellent?”

Excellence and efficiency are the measure—doing the best with the least. Everything—people, processes, products—is judged by how to make it better.

ALWAYS SOMETIMES NEVER

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**Standing Out**

“How can I be recognized?”

Wants to be known for making a difference and be admired for credibility, success. Highly motivated toward rewards and recognition programs.

ALWAYS SOMETIMES NEVER

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**Storytelling**

“How can I bring these ideas to life with a story?”

Needs to explain by painting vivid pictures until others are inspired to act.

ALWAYS SOMETIMES NEVER

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**Strategy**

**“What are alternative scenarios, and what is the best route?”**

Sorts through clutter; recognizes all the possible options; engages in “if this, then that” thinking.

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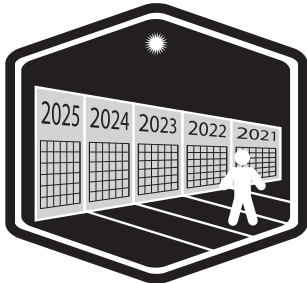
**Taking Charge**

**“How can I get others aligned with me?”**

Likes to be the boss; restless unless sharing opinions. Uses confrontation if necessary and naturally directs others into action.

ALWAYS SOMETIMES NEVER

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**Thinking Ahead**

**“Wouldn’t it be great if . . . ?”**

Fascinated by the future. Describes a detailed future that pulls him or her forward; needs to inspire others in the dream; cherishes visions that energize and give hope.

ALWAYS SOMETIMES NEVER

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**Thinking Alone**

**“What can I think about now?”**

Poses questions to self and tries to figure them out; constant mental hum; needs to be alone to think to come up with an answer; dislikes being put on the spot to respond.

ALWAYS SOMETIMES NEVER



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**Thinking Back**

**“How is the past a blueprint for the present?”**

Looks back to understand the present and future; the present alone is confusing. May have trouble getting oriented to the new, and needs to understand the context of something in order to move forward.

ALWAYS SOMETIMES NEVER

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**Thinking Logically**

**“Why is this true?”  
“Prove it to me.”**

Dispassionate; theories must be sound, logical, based on solid data. Exposes clumsy thinking; sees patterns in data.

ALWAYS SOMETIMES NEVER

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**Wanting to Win**

**“Am I better at this than everyone else is?”**

Compares performance to that of others; likes measurement to facilitate comparison; competition is invigorating.

ALWAYS SOMETIMES NEVER