

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

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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

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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.

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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.

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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.

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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.

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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.

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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

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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.

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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.

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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.

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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.

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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.

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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



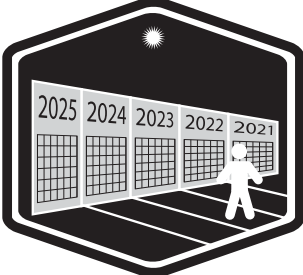
“How can I get others aligned with me?”

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

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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.

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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.

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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