

## **Achiever as One of Your Signature Themes**

*To begin affirming Achiever as one of your dominant areas of talent, first take another look at the description of that theme:*

Your Achiever theme helps explain your drive. Achiever describes a constant need for achievement. You feel as if every day starts at zero. By the end of the day you must achieve something tangible in order to feel good about yourself. And by “every day” you mean every single day — workdays, weekends, vacations. No matter how much you may feel you deserve a day of rest, if the day passes without some form of achievement, no matter how small, you will feel dissatisfied. You have an internal fire burning inside you. It pushes you to do more, to achieve more. After each accomplishment is reached, the fire dwindles for a moment, but very soon it rekindles itself, forcing you toward the next accomplishment. Your relentless need for achievement might not be logical. It might not even be focused. But it will always be with you. As an Achiever you must learn to live with this whisper of discontent. It does have its benefits. It brings you the energy you need to work long hours without burning out. It is the jolt you can always count on to get you started on new tasks, new challenges. It is the power supply that causes you to set the pace and define the levels of productivity for your work group. It is the theme that keeps you moving.

*Now, consider this statement based on comments from individuals who possess Achiever among their Signature Themes. It represents what Achiever could “sound like.”*

“I’m going to earn an A in every class — and I’m going to ask my teachers for opportunities to earn extra credit so I can turn that A into an A+.”

*For further understanding of your talents, examine these five insights and select those that describe you best.*

- You work very hard to complete each task on your “to do” list, and you always have a long list of things to do.
- You are busy, productive, and derive satisfaction from your accomplishments.
- You have a great deal of stamina and determination to achieve your goals.
- Other people may criticize you, because to them you seem too driven to achieve.
- They may call you a “workaholic” but the truth is that you like your work, and you like to work hard.
- Achiever talents are valuable because they help you remain motivated to reach your goals and to push for higher and higher levels of excellence. You won’t rest until you reach your most highly desired goals — and they must be *your* goals.

## **Arranger as One of Your Signature Themes**

*To begin affirming Arranger as one of your dominant areas of talent, first take another look at the description of that theme:*

You are a conductor. When faced with a complex situation involving many factors, you enjoy managing all of the variables, aligning and realigning them until you are sure you have arranged them in the most productive configuration possible. In your mind there is nothing special about what you are doing. You are simply trying to figure out the best way to get things done. But others, lacking this theme, will be in awe of your ability. “How can you keep so many things in your head at once?” they will ask. “How can you stay so flexible, so willing to shelve well-laid plans in favor of some brand-new configuration that has just occurred to you?” But you cannot imagine behaving in any other way. You are a shining example of effective flexibility, whether you are changing travel schedules at the last minute because a better fare has popped up or mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, you are always looking for the perfect configuration. Of course, you are at your best in dynamic situations. Confronted with the unexpected, some complain that plans devised with such care cannot be changed, while others take refuge in the existing rules or procedures. You don’t do either. Instead, you jump into the confusion, devising new options, hunting for new paths of least resistance, and figuring out new partnerships — because, after all, there might just be a better way.

*Now, consider this statement based on comments from individuals who possess Arranger among their Signature Themes. It represents what Arranger could “sound like.”*

“The school year is wrapping up, which means that I have to study for finals and prepare to move out of the dorms, in addition to working my part-time job. Not a problem. I’ll ask my boss to schedule me to work the days before my easier exams, which will give me more time to study for the tough ones. I’ll pack during my study breaks.”

*For further understanding of your talents, examine these five insights and select those that describe you best.*

- You are highly organized and highly flexible.
- You can get a lot done, even though you usually have many projects going at the same time.
- You enjoy coordinating all of the complex factors that go into making a project successful.
- Some people who like to do things by rules and procedures may find your ways chaotic. They may think that your effectiveness is mystery or pure luck.
- Arranger talents are valuable because they help you keep looking for the right combinations of people and resources to complete projects successfully.

## **Harmony as One of Your Signature Themes**

*To begin affirming Harmony as one of your dominant areas of talent, first take another look at the description of that theme:*

You look for areas of agreement. In your view there is little to be gained from conflict and friction, so you seek to hold them to a minimum. When you know that the people around you hold differing views, you try to find the common ground. You try to steer them away from confrontation and toward harmony. In fact, harmony is one of your guiding values. You can't quite believe how much time is wasted by people trying to impose their views on others. Wouldn't we all be more productive if we kept our opinions in check and instead looked for consensus and support? You believe we would, and you live by that belief. When others are sounding off about their goals, their claims, and their fervently held opinions, you hold your peace. When others strike out in a direction, you will willingly, in the service of harmony, modify your own objectives to merge with theirs (as long as their basic values do not clash with yours). When others start to argue about their pet theory or concept, you steer clear of the debate, preferring to talk about practical, down-to-earth matters on which you can all agree. In your view we are all in the same boat, and we need this boat to get where we are going. It is a good boat. There is no need to rock it just to show that you can.

*Now, consider this statement based on comments from individuals who possess Harmony among their Signature Themes. It represents what Harmony could "sound like."*

*"I know that I should have said something to the waiter about my steak not being cooked correctly, but I really didn't want to raise a fuss and ruin the evening."*

*For further understanding of your talents, examine these five insights and select those that describe you best.*

- You want peace, and you try to bring people together.
- You can see points that people have in common, even when they are in conflict.
- You seek to help individuals, families, and organizations work together.
- Some people may criticize you or misunderstand you. They may say that you lack courage. You too may see your desire for harmony as only an avoidance of conflict.
- Harmony talents are valuable because you see what people have in common and try to help them to interact on the basis of shared points of view. This binds people to you and helps groups come together. Groups, organizations, and teams function better and achieve more because of what you do to bring people together.

## **Learner as One of Your Signature Themes**

*To begin affirming Learner as one of your dominant areas of talent, first take another look at the description of that theme:*

You love to learn. The subject matter that interests you most will be determined by your other themes and experiences, but whatever the subject, you will always be drawn to the process of learning. The process, more than the content or the result, is especially exciting for you. You are energized by the steady and deliberate journey from ignorance to competence. The thrill of the first few facts, the early efforts to recite or practice what you have learned, the growing confidence of a skill mastered — this is the process that entices you. Your excitement leads you to engage in adult learning experiences — yoga or piano lessons or graduate classes. It enables you to thrive in dynamic work environments where you are asked to take on short project assignments and are expected to learn a lot about the new subject matter in a short period of time and then move on to the next one. This Learner theme does not necessarily mean that you seek to become the subject matter expert, or that you are striving for the respect that accompanies a professional or academic credential. The outcome of the learning is less significant than the “getting there.”

*Now, consider this statement based on comments from individuals who possess Learner among their Signature Themes. It represents what Learner could “sound like.”*

“I’m studying Italian, even though I don’t know anyone who speaks it, and I’ll probably never have much of an opportunity to use it. It’s just a great way for me to feel mentally stimulated and to keep growing as a person — and it satisfies my curiosity.”

*For further understanding of your talents, examine these five insights and select those that describe you best.*

- You want to continuously learn and improve.
- You enjoy the process of learning as much as what you actually learn.
- You get a thrill out of learning new facts, beginning a new subject, and mastering an important skill. Learning builds your confidence.
- You can get frustrated about wanting to learn so many different things because you fear you’ll never be an expert.
- Learner talents are valuable because they propel you to thrive in a dynamic world where learning is a necessity. You can learn a lot in a short period of time.

## **Responsibility as One of Your Signature Themes**

*To begin affirming Responsibility as one of your dominant areas of talent, first take another look at the description of that theme:*

Your Responsibility theme forces you to take psychological ownership for anything you commit to, and whether large or small, you feel emotionally bound to follow it through to completion. Your good name depends on it. If for some reason you cannot deliver, you automatically start to look for ways to make it up to the other person. Apologies are not enough. Excuses and rationalizations are totally unacceptable. You will not quite be able to live with yourself until you have made restitution. This conscientiousness, this near obsession for doing things right, and your impeccable ethics, combine to create your reputation: utterly dependable. When assigning new responsibilities, people will look to you first because they know it will get done. When people come to you for help — and they soon will — you must be selective. Your willingness to volunteer may sometimes lead you to take on more than you should.

*Now, consider this statement based on comments from individuals who possess Responsibility among their Signature Themes. It represents what Responsibility could “sound like.”*

“I’m picky about who I work with. I need to know that they are going to follow through on their commitments and do what they say they will do. People rely on me to be responsible, so I expect my teammates to be responsible, too.”

*For further understanding of your talents, examine these five insights and select those that describe you best.*

- You are dependable, and people know that they can count on you.
- You don’t want to let people down, and you will work very hard to fulfill all your responsibilities and keep your word.
- You have many obligations and commitments because so many people know that they can count on you. Therefore, more and more people come to you.
- With the responsibility you feel to the people who come to you and with the demands that each of them brings, you often feel overwhelmed and under pressure to perform.
- Responsibility talents are valuable because they lead others to trust you and to become more responsible themselves. You might be more of a role model than you realize.

## **Self-Assurance as One of Your Signature Themes**

*To begin affirming Self-Assurance as one of your dominant areas of talent, first take another look at the description of that theme:*

Self-Assurance is similar to self-confidence. In the deepest part of you, you have faith in your strengths. You know that you are able — able to take risks, able to meet new challenges, able to stake claims, and, most important, able to deliver. But Self-Assurance is more than just self-confidence. Blessed with the theme of Self-Assurance, you have confidence not only in your abilities but in your judgment. When you look at the world, you know that your perspective is unique and distinct. And because no one sees exactly what you see, you know that no one can make your decisions for you. No one can tell you what to think. They can guide. They can suggest. But you alone have the authority to form conclusions, make decisions, and act. This authority, this final accountability for the living of your life, does not intimidate you. On the contrary, it feels natural to you. No matter what the situation, you seem to know what the right decision is. This theme lends you an aura of certainty. Unlike many, you are not easily swayed by someone else's arguments, no matter how persuasive they may be. This Self-Assurance may be quiet or loud, depending on your other themes, but it is solid. It is strong. Like the keel of a ship, it withstands many different pressures and keeps you on your course.

*Now, consider this statement based on comments from individuals who possess Self-Assurance among their Signature Themes. It represents what Self-Assurance could "sound like."*

"I tried out for the baseball team last year and didn't make it. But I'm going to try again this year — and in my gut I know I'm going to make it. I believe in myself. The same thing happened in high school. I've done it once; I know I can do it again."

*For further understanding of your talents, examine these five insights and select those that describe you best.*

- You are confident about your ability to manage your life.
- You can "bounce back" from disappointments and crises.
- You believe that your decisions are right and that your perspective is unique and distinct.
- Other people may see your self-assurance as a type of pride or arrogance. Some people may criticize you when they wish that they had your confidence. Sometimes people want to get close to you because they hope that some of your confidence will rub off on them. But other people will keep you away because they don't have your confidence and are afraid that you will see through them.
- Self-Assurance talents are valuable because they keep you strong as you withstand many pressures, as you stay on your course, and as you willingly claim the authority to form conclusions, make decisions, and act.

## **Strategic as One of Your Signature Themes**

*To begin affirming Strategic as one of your dominant areas of talent, first take another look at the description of that theme:*

The Strategic theme enables you to sort through the clutter and find the best route. It is not a skill that can be taught. It is a distinct way of thinking, a special perspective on the world at large. This perspective allows you to see patterns where others simply see complexity. Mindful of these patterns, you play out alternative scenarios, always asking, “What if this happened? Okay, well what if this happened?” This recurring question helps you see around the next corner. There you can evaluate accurately the potential obstacles. Guided by where you see each path leading, you start to make selections. You discard the paths that lead nowhere. You discard the paths that lead straight into resistance. You discard the paths that lead into a fog of confusion. You cull and make selections until you arrive at the chosen path — your strategy. Armed with your strategy, you strike forward. This is your Strategic theme at work: “What if?” Select. Strike.

*Now, consider this statement based on comments from individuals who possess Strategic among their Signature Themes. It represents what Strategic could “sound like.”*

“I chose this college to prepare for medical school. I’d like to do it as quickly as possible, so I considered trying to finish in three years. But I want to get into a top school, so I’m going to limit the credit hours I take each semester and really get good grades.”

*For further understanding of your talents, examine these five insights and select those that describe you best.*

- You create multiple ways to do things.
- You can quickly pick out the relevant issues and patterns when confronted by problems and complexities.
- You have a “What if this happens?” mentality toward work and life. This type of questioning helps you see, plan, and prepare for future situations.
- Some may criticize you for not moving on issues as quickly as they may like, but you know that there is great wisdom in reviewing all of the potential problems and searching for the alternative that will work best.
- Strategic talents are valuable because they enable you to quickly reach goals by seeing the pros and cons of various alternatives. You carefully consider the whole picture and then generate the most effective set of actions or routes to take.

## **Woo as One of Your Signature Themes**

*To begin affirming Woo as one of your dominant areas of talent, first take another look at the description of that theme:*

Woo stands for winning others over. You enjoy the challenge of meeting new people and getting them to like you. Strangers are rarely intimidating to you. On the contrary, strangers can be energizing. You are drawn to them. You want to learn their names, ask them questions, and find some area of common interest so that you can strike up a conversation and build rapport. Some people shy away from starting up conversations because they worry about running out of things to say. You don't. Not only are you rarely at a loss for words; you actually enjoy initiating with strangers because you derive satisfaction from breaking the ice and making a connection. Once that connection is made, you are quite happy to wrap it up and move on. There are new people to meet, new rooms to work, new crowds to mingle in. In your world there are no strangers, only friends you haven't met yet — lots of them.

*Now, consider this statement based on comments from individuals who possess Woo among their Signature Themes. It represents what Woo could “sound like.”*

*“The first day of classes is always so fun. I made a lot of new friends today, and introduced myself to each of my professors!”*

*For further understanding of your talents, examine these five insights and select those that describe you best.*

- You have the capacity to quickly connect with people and generate positive responses from them.
- You can enter a crowd of people and easily know what to do and what to say.
- You see no strangers, only friends you haven't met yet.
- Because you know so many people, some may believe that you form only shallow relationships. Others, however, will envy the way you make friends.
- Woo talents are valuable because people are influenced by your ability to draw them into a group or a relationship.