

Personal Insights

	Activator	Woo	Command	Arranger	Positivity
Charlotte Blair	People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.	People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.	People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.	People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.	People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.
Descriptive Words	Impatient, influential, action-oriented, initiating, catalytic, propulsive, fast, dynamic	Charming, interactive, socially proactive, influential, outgoing, gregarious, engaging, initiating, winsome, socially energetic	Decisive, clarifying, driven, persuasive, challenging, intimidating, assertive, strong-willed, controlling, opinionated, imposing, candid	Flexible, interactive, controlling, collaborative, multi-thinking, configuring, real-time, resourceful	Fun, optimistic, hopeful, generous, giddy, happy, enthusiastic, energetic, joyful, influential, light-hearted, dramatic, positive-minded
The Role I Play	Catalyst, initiator, instigator, starter, originator, influencer	Socializer, charmer, conversationalist, greeter, engager, initiator, networker, prospector	Controller, leader, driver, clarifier, persuader, fighter, challenger, intimidator	Juggler, orchestrator, coordinator, rearranger, multi-thinker, controller, enlister, conductor	Energizer, optimist, encourager, influencer, comedian, performer, celebrator, recognizer, enthusiast, promoter
I am (being)	impatient with inactivity	socially fast and outgoing	direct and decisive	comfortable with lots of moving parts	optimistic, hopeful, fun loving
I will (doing)	create momentum	take the social initiative	push back when pushed	work effectively and efficiently through others	lift and lighten emotional environments
The Value I Bring	a catalytic sense of urgency	energy to social situations	emotional clarity	flexibility and interactivity	contagious energy and enthusiasm
The Needs I Have (Give me..)	less discussion, more action	social variability	challenges and conflicts	a dynamic environment	freedom to experience the joy and drama of life
Metaphor / Image	getting out of the blocks quickly	breaking the ice - first to offer a handshake	comfortable in the driver's seat	a maestro, a conductor	glass half full, not half empty
Barrier Label	leaps before looking	phony, superficial	bossy, dictator	difficult to follow because of frequent rearrangements	naïve
My Motivators (I Love)	initiation, instigation	meeting someone I haven't met before	exerting control in situations that seem out of control	initiating and managing necessary change	living life to its fullest
My Demotivators (I Dislike)	waiting, wasting time	a static or shrinking social network	passivity and avoidance	resistance to necessary change	negative people who drain life out of others

Themes 1 - 5

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	Responsibility	Communication	Maximizer	Individualization	Significance
Charlotte Blair	People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.	People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.	People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.	People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.	People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.
Descriptive Words	Diligent, conscientious, judgmental, loyal, driven, dutiful, dependable, serious, self-sacrificing, committed, responsive, independent	Talkative, presenting, verbal, transparent, interactive, conversational, expressive, captivating, entertaining	Strengths-oriented, quality-oriented, results-oriented, strengths-obsessed, excellence-aware, discriminating, choosy	Aware, unique, perceptive, people-oriented, astute, fair, accurate, insightful, diverse	Admired, credible, successful, visible, influential, desirous, independent, audience-oriented, professional, exceptional
The Role I Play	Owner, committer, servant, responder, perfectionist, judge, volunteer, controller	Talker, presenter, conversationalist, storyteller, verbal processor, explainer, writer	Leader, driver, clarifier, persuader, fighter, challenger, demander, perfectionist, quality controller	Customizer, observer, acceptor, noticer, spotter, anthropologist, novelist, biographer	Reacher, performer, seeker, yearner, star, craver, desirer, claimer
I am (being)	someone others often trust to get things done	verbally expressive	committed to excellence	a customizer	interested in being seen as significant to accomplish something significant
I will (doing)	keep promises and follow through on commitments	connect with others through words	focus on what is strong and manage around what is weak	see the potential in human diversity rather than its problem	be motivated and influenced by the perception of others
The Value I Bring	dependability and loyalty	attention to messages that must be heard	a quality orientation	an understanding of people that is valuable for placement	a desire for wanting more
The Needs I Have (Give me..)	freedom to take ownership	a sounding board, an audience	quality to be valued as much as quantity	individualized expectations created to fit a person	an appreciative audience that will bring out my best
Metaphor / Image	serious owner - not disinterested renter	silence is not golden	good-to-great, good-better-best	casting director - uses intelligence about people	natural performer who is comfortable with the visibility of center stage/bright lights
Barrier Label	can't say no or let go	blabbermouth	picky, never satisfied	sacrifices group needs for individual needs	attention hound, showboat
My Motivators (I Love)	the respect of others	stories and storytellers	a maximum return on investments	people getting to do what they do best	associating with successful people
My Demotivators (I Dislike)	disappointing others and being disappointed by others	experience without expression	an obsession with weakness fixing	a one-size-fits-all approach	being invisible to or ignored by others

Themes 6 - 10

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	Futuristic	Self-Assurance	Focus	Empathy	Belief
Charlotte Blair	People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.	People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.	People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.	People exceptionally talented in the Empathy theme can sense other people's feelings by imagining themselves in others' lives or situations.	People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.
Descriptive Words	Creative, inspiring, vivid, anticipating, imaginative, expressive, communicating, perceptive, future-oriented	Independent, certain, confident, self-aware, self-sufficient, instinctive, intense, controlling, stable, persistent	Goal-oriented, persevering, driven, efficient, single-minded, progress-aware, selective, distraction-averse	Listening, emotional, expressive, sensitive, aware, caring, intuitive, confidential, helpful, sensate, instinctive	Certain, stable, unchanging, principled, passionate, committed, self-sacrificing
The Role I Play	Forecaster, visionary, dreamer, predictor, imaginer, anticipator	Influencer, controller, director, risk-taker, leader	Concentrator, prioritizer, rudder, director, guide, goal setter	Feeler, confidant, expresser, sage, absorber, listener, resonator, sensor	Missionary, contributor, believer, altruist
I am (being)	fascinated with tomorrow	internally confident in the midst of external uncertainty	intensely and intentionally single-minded	an emotional person	passionate, uncompromising about core values
I will (doing)	anticipate and imagine what could or should be	seek to exert influence rather than be influenced	persevere until the goal is reached	make the visceral explicit	make sacrifices for the things that are important
The Value I Bring	previews, predictions and forecasts	a willingness to take necessary risks	clarity through concentration and direction	emotional Intelligence	stability, clarity, and conviction
The Needs I Have (Give me..)	opportunities to talk about the foreseen future	freedom to act unilaterally and independently	a goal to establish priorities	freedom to laugh, cry, vent	a cause or purpose for which to live
Metaphor / Image	visionary	internal compass, marches to beat of different drum	"in the zone"	a person's affect will determine his or her effect	missionary for some idea
Barrier Label	head in the clouds	arrogant, over-confident, self sufficient	destination mentally may limit enjoyment of the journey	bleeding heart	set in ways
My Motivators (I Love)	the inspiration that comes from dreaming	being in control of my own destiny	to begin with the end in mind	the gladness, sadness and madness of humanity	altruism
My Demotivators (I Dislike)	contentment with the status quo	others telling me what to do	going off on misdirected tangents	those things that block or limit emotional expression	anything that does not mesh/align with my beliefs