



## PRACTICAL STRENGTHS

### Quick Reference Career Success Tipsheet

**ACHIEVER®:** You thrive in roles where you can actively contribute to what needs to get done. Seeing the end results of your hard work is satisfying and inspires you to keep going and stay driven to the finish line.

**ACTIVATOR®:** You thrive in project-oriented environments, ones that have a beginning, middle and end. You especially love being involved in the start of new projects, as both the element of innovation and the chance to motivate the team excites you.

**ADAPTABILITY®:** You thrive in environments which allow you to pivot and change direction when the task at hand calls for it. You find energy in an environment which innovates and adapts as needs and outcomes shift.

**ANALYTICAL®:** You thrive in roles which require precision, facts and collecting data. You are energized by being able to fully research and investigate in areas that will affect the overall outcome, knowing that your information is a key factor.

**ARRANGER®:** You thrive in roles which allow you to tap into your organization genius. Whether it be forming the perfect teams, events, or projects, you shine most when flexing your coordinating muscle.

**BELIEF®:** You thrive in roles and organizations which are in full alignment with your own values. You are motivated to work harder for issues you believe in and companies which support your own ideologies.

**COMMAND®:** You thrive in organizations where there is quick opportunity for leadership. You are able to come in and take charge, lending a sense of calm to even turbulent situations.

**COMMUNICATION®:** You thrive in roles where there is ample opportunity to connect and speak with others - either verbally or through the written word. You create alliances and connections through your verbal prowess.

**COMPETITION®:** You thrive in roles where "winning" is a key motivator. Whether in teams or on your own, having your performance measured for excellence energizes you and keeps your eyes on the prize.

**CONNECTEDNESS®:** You thrive in environments where there is opportunity to be in community. This kind of work is both meaningful and satisfying for your soul. It's easy for you to stay motivated when your job is connected to a larger mission that you believe in.

**CONSISTENCY®:** You thrive in areas where clear expectations and set ground rules are required for everyone. Stability and calm are key for you in maximizing your productivity.

**CONTEXT®:** You thrive in roles where you can be the investigator. You enjoy researching the history of projects and opportunities which will propel projects - and people - forward by learning from the past.



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**DELIBERATIVE®:** You thrive in roles where you can pair your cautious approach with careful decision-making and show those around you how to evaluate risks thoroughly. Your thoughtful actions translate into a sense of stability and protection.

**DEVELOPER®:** You thrive in roles where you have the chance to encourage and cultivate the special abilities of those around you. You are able to celebrate each unique step in the journey of others, recognizing that every step is a step forward.

**DISCIPLINE®:** You thrive in environments where structure and routine are the order of the day. You are motivated to keep track of the details and schedules ensuring that everyone stays on task.

**EMPATHY®:** You thrive in roles which allow you to give input on the overall culture, the emotional wellbeing of team members, and have a service-oriented mission. you have an incredible capacity to hold space for others.

**FOCUS®:** You thrive in environments where there are clear cut objectives and you are able to keep your eye on the target, prioritize your tasks, hit the deadlines, and accomplish the goals.

**FUTURISTIC®:** You thrive in environments which allow you to dream, share your visions, and work toward a common goal. You are energized by “tomorrow” and “what if” scenarios which allow your imagination to explore all the possibilities.

**HARMONY®:** You thrive in environments where there is a high collaborative focus and low competition among co-workers. You are also a natural mediator and serve well in situations where an objective third party is required.

**IDEATION®:** You thrive in environments that provide the freedom to express your ideas and creativity. Brainstorming is your superpower and requires a space where it is valued and appreciated.

**INCLUDER®:** You thrive in environments which allow you to be part of a group or team. Being a team leader is something you may enjoy since you easily create a feeling of togetherness.

**INDIVIDUALIZATION®:** You thrive in roles which give you the opportunity to make a personal impact and give recognition to others. You excel when you can help others realize and act upon their potential.

**INPUT®:** You thrive in environments which will allow you to research innovative ideas or find new ways of doing things and then sharing what you know with others. You are a master resourcer.

**INTELLECTION®:** You thrive in environments which allow for in-depth discussion with colleagues and where sharing ideas is encouraged. Asking deep questions and having time to think things through is a “must have” for you.



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**LEARNER®:** You thrive in environments where you can continuously be exposed to new information and experiences and can share what you learn with others. You value environments that prioritize training and development.

**MAXIMIZER®:** You thrive in environments which allow you to set the pace, build on existing processes or programs to improve them, or to develop the strengths of others so they may serve in their own excellence.

**POSITIVITY®:** You thrive in organizations which see solutions over problems, promote a convivial and friendly culture, and allow you to be the cheerleader for those around you. You are a natural promoter.

**RELATOR®:** You thrive in opportunities which allow you to foster long-term relationships, have one-on-ones on a regular basis, and work closely with a tight knit team. You prioritize people over tasks.

**RESPONSIBILITY®:** You thrive in positions which have clear job duties and expectations are well defined. You appreciate that both outcome and process are celebrated and recognized.

**RESTORATIVE™:** You thrive in environments which allow you to solve challenging problems. You don't fear a challenge, but rather enjoy identifying issues and navigating complex and difficult situations.

**SELF-ASSURANCE®:** You thrive in environments which allow you to have a certain amount of autonomy in your decision making, where you are surrounded by a competent team and there is a clear path for leadership roles.

**SIGNIFICANCE®:** You thrive in organizations where making a big impression and having a lasting impact are part of the core vision and purpose. You easily step into the spotlight.

**STRATEGIC®:** You thrive in roles where creativity and flexibility are part of your everyday responsibilities and there's more than one way to reach a goal. You love exploring multiple paths to a destination.

**WOO®:** You thrive in roles where networking and speaking with others is a key part of your position as people naturally gravitate to you. You prefer social interaction over solitary roles.