



# DEVELOPER®

PEOPLE EXCEPTIONALLY TALENTED IN THE DEVELOPER THEME RECOGNIZE AND CULTIVATE THE POTENTIAL IN OTHERS. THEY SPOT THE SIGNS OF EACH SMALL IMPROVEMENT AND DERIVE SATISFACTION FROM EVIDENCE OF PROGRESS.

Developers see the potential in others. They naturally see others' capacity to change, grow, and develop for the better. And they are drawn to people for this reason. Being part of another person's development is one of the best experiences in the world for them. They look for ways to challenge others. They devise interesting experiences that can stretch people, help them grow, and experience success. All the while, they look for signs of growth — a new behavior learned or modified, a slight improvement in a skill, or a glimpse of excellence or of "flow" where previously there were only halting steps. Signs of growth in others are their fuel, bringing Developers motivation and satisfaction.

## ITS POWER AND EDGE

Developers see the raw potential and incremental progress of others, and they actively invest in furthering that development. Their help and encouragement enable others to learn, grow, and improve. As a result, they help groups develop bench strength and ensure a successful future for individuals and teams.

### IF DEVELOPER IS A DOMINANT THEME FOR YOU:

Recognize and cultivate the potential of others.

- Seek roles in which your primary responsibilities will be in facilitating growth. Teaching, coaching, or managing might prove especially satisfying for you.
- Notice when your friends and colleagues learn and grow, and enhance their growth by sharing your specific observations.
- Make a list of the people you would like to help develop. Write what you would consider to be each person's strengths. Schedule time to meet with each of them regularly — even if only for 15 minutes — and make a point of discussing their goals and strengths.
- You are a natural encourager. Take the time to call, text, or email people who need your encouragement most.
- Identify the mentor or mentors who recognized something special inside you. Take the time to thank them for helping you develop, even if this means tracking down a former teacher and sending him or her a letter.

### IF DEVELOPER IS A LESSER THEME FOR YOU:

Think about how you interact with and invest in others. That Developer is not a dominant theme for you suggests you may prefer working with those who are already well-trained. It does not mean you can't be an excellent manager or invest in others' talents.

- Determine the best way for you to encourage others. It may be to share what you know, provide recognition, ask questions and listen, or boost their confidence.
- You may be more inclined to challenge than to encourage. But remember, there are times when it is appropriate to challenge people, and other times when it is appropriate to encourage people.
- Get to know people who seem to care about others' success. They might have an innate desire to see others grow, and they could be great partners who help you think about how to invest in and motivate the people you care about.
- Notice when your friends and colleagues learn and grow. Enhance this growth by sharing your specific observations with them.