

Understanding Your Strengths



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How to Best Use This Module

Review each Strength to help identify your top 5 dominant strengths.

Review to identify weak areas that might hinder your current responsibilities.

Review to help identify strengths of those you associate with.

Re-review to better understand the characteristics of your strengths.



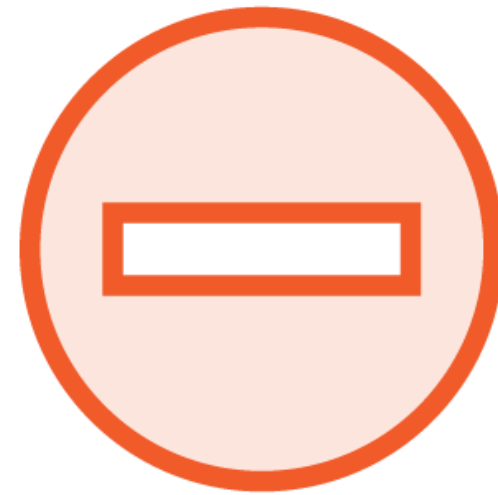
Why?



Balconies and Basements



Balcony
Emotionally Healthy



Basement
Emotionally Unhealthy

Leadership Domains

Relator

They draw out
the best in
people.

Strategic

They think in
creative ways to
solve problems.

Influencing

They influence
others for
continual
improvement.

Executing

They get things
done timely and
with great
accuracy.



Gallop's 34 Talent Themes



Balcony

- ☐ Works tirelessly
- ☐ Committed
- ☐ Responsible

Basement

- ☐ Judgmental
- ☐ Hard on self
- ☐ Never satisfied

Achiever

They have a constant need for attainment. They work hard and possess a great deal of stamina. Each day is busy and productive. Motivated by the next goal on their list.

Leadership Domain
Executing



Balcony

- ☐ Turn ideas into action
- ☐ High momentum
- ☐ Energetic

Basement

- ☐ Fail to think first
- ☐ Leaves others behind
- ☐ Perceived as pushy

Activator

People with strong activator themes are impatient for action. Once a decision is made, they must act. They get energy from believing they get judged by what they get done not what they say.

Leadership Domain
Influencing



Balcony

- ☐ Flexible
- ☐ Live in the moment
- ☐ Easy-going

Basement

- ☐ Directionless
- ☐ Indecisive
- ☐ Inconclusive

Adaptability

They live in the moment. They don't see the future as a fixed destination but a place to be discovered one choice at a time. They stay productive even when circumstances pull them in multiple directions.

Leadership Domain
Relationship Building



Balcony

- ☐ Fact based
- ☐ Logical
- ☐ Thorough

Basement

- ☐ Over-thinkers
- ☐ Judgmental
- ☐ Never satisfied

Analytical

People with Analytical talents challenge others to ‘Prove it.’ They tend to take an objective and dispassionate look at situations, which may show up as times as critical.

Leadership Domain
Strategic



Balcony

- ❑ Flexes with change
- ❑ Efficient
- ❑ Good Multi-taskers

Basement

- ❑ Lacks vision
- ❑ Struggles with routine
- ❑ Changing priorities

Arranger

They seek, complex, dynamic environments with few routines. They are at their best in dynamic situations. When the unexpected happens they jump in to devise new options and redesign plans.

Leadership Domain
Executing



Balcony

- ☐ Unchanging values
- ☐ Unwavering principles
- ☐ Defined purpose for life

Basement

- ☐ Elitist
- ☐ Set in their ways
- ☐ Stubborn

Belief

They have a defined purpose for their life. Their motivation and drive come from living their lives according to their values and beliefs. Their influence can raise the ethical standards of others.

Leadership Domain
Executing



Balcony

- ☐ Risk takers
- ☐ Decision makers
- ☐ Direct

Basement

- ☐ Dominating
- ☐ Inflexible
- ☐ Stubborn

Command

They naturally take charge. Not worried about confrontation as they recognize it is the first step towards resolution. They draw people to them as they are willing to take a stand and lead.

Leadership Domain Influencing



Balcony

- ☐ Good presenters
- ☐ Charismatic
- ☐ Strong presence

Basement

- ☐ Poor listener
- ☐ Low self-awareness
- ☐ Self-absorbed

Communication

Their talents enable them to bring ideas and events to life. They like to explain, host, present and write. They like to captivate audiences. Their words inspire others to act.

Leadership Domain Influencing



Balcony

- ☐ Self-motivated
- ☐ Inspirational
- ☐ Highly engaged

Basement

- ☐ Fails to see win/win
- ☐ Self-centered
- ☐ Poor team player

Competition

They have a deep aspiration to be the best and will work hard to excel. It's not about the effort it's about the win. Even if they reach goal they aren't satisfied if others outperformed them.

Leadership Domain Influencing



Balcony

- ☐ Easy-going
- ☐ Big picture thinker
- ☐ Finds purpose

Basement

- ☐ Passive
- ☐ Wishy-washy
- ☐ May miss seeing risks

Connectedness

Believe everyone is part of something larger. They are certain of the unity of mankind. Considerate, caring and inclusive of others. They give others perspective, guidance and hope.

Leadership Domain
Relationship Building



Balcony

- ☐ Sets clear rules
- ☐ Fair and just
- ☐ Problem solver

Basement

- ☐ Inflexible
- ☐ By the book
- ☐ Slow to change

Consistency

They are keenly aware of the need to treat people the same. Sameness is very important to them. They treat everyone with equality and appreciate clear rules which they adhere to.

Leadership Domain
Executing



Balcony

- ☐ Seek to understand
- ☐ Historical thinking
- ☐ Wise

Basement

- ☐ Closed-minded
- ☐ Lives in the past
- ☐ Resists change

Context

They value the retrospective viewpoint as they tend to look back to understand the present. They understand that where they came from equates with where they are going.

Leadership Domain Strategic



Balcony

- ☐ Conscientious
- ☐ Good decision making
- ☐ Plan for the unexpected

Basement

- ☐ Aloof
- ☐ Overly cautious
- ☐ Slow to act

Deliberative

They are cautious in their approach to life. Prevent problems by anticipating risks and considers their effect. Weighing the pros and cons comes natural to them.

Leadership Domain
Executing



Balcony

- ☐ Invests in others
- ☐ Natural teacher
- ☐ Genuine

Basement

- ☐ Spectator
- ☐ Overlooks themselves
- ☐ Over invests in others

Developer

Instinctively sees potential in others. They look for ways to challenge others and provide them experiences to reach their full potential. Helping others achieve is their main motivation.

Leadership Domain
Relationship Building



Balcony

- ☐ Productive
- ☐ Accurate
- ☐ Effective planners

Basement

- ☐ Judgmental
- ☐ Overbearing
- ☐ Slow to change

Discipline

They thrive in a orderly environment. They break long-term projects into a series of specific, short term steps and follow their plan diligently. Need precision. Highly disciplined.

Leadership Domain
Executing



Balcony

- ☐ Creates trust
- ☐ Understanding
- ☐ Deep connections

Basement

- ☐ Softie
- ☐ Temperamental
- ☐ Taken advantage of

Empathy

They intuitively see the world through others eyes. They perceive people's pain and joy. They help people give voice to their emotional lives.

Leadership Domain Relationship Building



Balcony

- ☐ Determined
- ☐ Goal setter
- ☐ Follow-thru

Basement

- ☐ Intense
- ☐ Hard to relax
- ☐ Absorbed

Focus

Their single-mindedness enhances the speed and quality of their performance. They prioritize and then take action. Goal setting keeps them on course.

Leadership Domain Executing



Balcony

- ☐ Positive
- ☐ Inspiring
- ☐ Inventive

Basement

- ☐ Lacks practicality
- ☐ May overlook problems

Futuristic

They are fascinated by the future. They anticipate and imagine in detail what a better team, life and world can be. This vision energizes themselves and others.

Leadership Domain Strategic



Balcony

- ☐ Emotionally balanced
- ☐ Excellent facilitator
- ☐ Understanding

Basement

- ☐ Hesitant
- ☐ Can be seen as weak
- ☐ Passive aggressive

Harmony

Values peace and togetherness. Look for what people have in common. They strive to steer others away from confrontation and toward reconciliation. They avoid debate and seek for ideas all can agree on.

Leadership Domain
Relationship Building



Balcony

- ☐ Quick thinker
- ☐ Learner
- ☐ Always improving

Basement

- ☐ Lack follow-thru
- ☐ Disengages easily
- ☐ Slow to focus

Ideation

They are creative and appreciate originality. They have a natural capacity to consider issues from multiple perspectives. They think out of the box and are energized by new ideas.

Leadership Domain Strategic



Balcony

- ☐ Defends others
- ☐ Sensitive
- ☐ Ensures all are engaged

Basement

- ☐ Indiscriminate
- ☐ Indecisive
- ☐ Generous to a fault

Includer

They seek to ensure all are included. They are keenly aware of others; seek those who feel left out and make every effort to include them.

Leadership Domain Relationship Building



Balcony

- ☐ Values diversity
- ☐ Values others

Basement

- ☐ Decision making
- ☐ Seeing group needs

Individualization

They are impatient with generalization as they focus on the differences in individuals. They take notice and appreciate the unique characteristics of each individual. Good team builders.

Leadership Domain
Relationship Building



Balcony

- ☐ Curious
- ☐ Resourceful
- ☐ Knowledgeable

Basement

- ☐ Boring
- ☐ Clutter (mind, office)
- ☐ Always wanting more

Input

They crave information. They like to collect ideas, books, quotes etc. To them the world is exciting because of its variety and complexity. They acquire, compile and file things away and this pursuit keeps their minds fresh.

Leadership Domain
Strategic



Balcony

- ☐ Intelligent
- ☐ Philosophical thinking
- ☐ Problem solver

Basement

- ☐ Struggles on a team
- ☐ May delay action
- ☐ Seen as a loner

Intellection

They are thinkers who always have a constant need for mental activity. They are introspective and like to reflect and ponder. This skill leads to enhanced wisdom, talent and clarity in their work.

Leadership Domain
Strategic



Balcony

- ☐ Always interested
- ☐ Intrigued by life
- ☐ Quick to change

Basement

- ☐ Know it all
- ☐ Slow to produce results
- ☐ Impatient with others

Learner

They constantly strive to learn and improve. Learners are energized by the journey from ignorance to competence. The process of learning, rather than the outcome, excites them.

Leadership Domain Strategic



Balcony

- ❑ Focuses on mastery
- ❑ Drives for success
- ❑ Team developer

Basement

- ❑ Overly perfectionist
- ❑ Constantly redoing
- ❑ Hard to please

Maximizer

They recognize strengths in others. They seek to transform something strong into suburb. Continual drive for excellence not only for themselves but for others as well.

Leadership Domain
Influencing



Balcony

- ☐ Infectious energy
- ☐ Optimistic
- ☐ Fun Loving

Basement

- ☐ Superficial
- ☐ Naïve
- ☐ Fails to handle conflict

Positivity

They are generous with praise, quick to smile and always look on the bright side of things. They always seem to find a way to lighten the spirits of those around them.

Leadership Domain
Relationship Building



Balcony

- ☐ Forgiving
- ☐ Caring and trusting
- ☐ Close relationships

Basement

- ☐ Prone to cliques
- ☐ May favor they know
- ☐ Fail to network

Relator

They drive pleasure and strength surrounded by those closest to them. Though their friend groups tend to be small the relationships are close, caring and trusting.

Leadership Domain
Relationship Building



Balcony

- ☐ Trustworthy
- ☐ Accountable
- ☐ Conscientious

Basement

- ☐ Difficulties in trusting
- ☐ Struggles to delegate
- ☐ Obsessive

Responsibility

They take psychological ownership for everything they commit to. They don't let people down. Their impeccable ethics create reputations of dependability.

Leadership Domain Executing



Balcony

- ☐ Problem Solver
- ☐ Troubleshooter
- ☐ Creative

Basement

- ☐ Critical
- ☐ Blaming
- ☐ Negative

Restorative

They enjoy the challenge of analyzing problems, identifying what is wrong and finding solutions. They take on projects that others believe 'can't be saved'.

Leadership Domain
Executing



Balcony

- ☐ Confident leaders
- ☐ Risk taker
- ☐ Stress bearers

Basement

- ☐ Over-confident
- ☐ Arrogant
- ☐ Stubborn

Self-assurance

They show faith in their own talents and abilities. They have a inner sense of certainty that affirms their direction and decisions. They deeply trust their own instinct.

Leadership Domain Influencing



Balcony

- ☐ Independent
- ☐ Impactful
- ☐ Focused

Basement

- ☐ Self-focused
- ☐ Needy
- ☐ Craves recognition

Significance

They seek to have a impact on people, groups and society as a whole. They are motivated by their intense yearning to be recognized. They are always pushing towards excellence.

Leadership Domain Influencing



Balcony

- ☐ Intuitive
- ☐ Efficient thinking
- ☐ Resolution finders

Basement

- ☐ Closed-minded
- ☐ Fails to connect the dots for others.

Strategic

They have a innate way of thinking that helps them sort through the clutter to find the best route. They see patterns where others see complexity. They see direction when others are roadblocked.

Leadership Domain Strategic



Balcony

- ☐ Extrovert
- ☐ People-oriented
- ☐ Love to network

Basement

- ☐ Shallow
- ☐ Fake
- ☐ Fails to seek for depth in others

Woo

They enjoy the challenge of meeting new people and winning them over. They can entertain a crowd and instinctively know what to do and say. They see no strangers - only friends they haven't met.

Leadership Domain
Influencing



Gallop's 34 Talent Themes

**Characteristics of each
Balconies and Basements
Leadership Domains**

