

## StrengthsFinder - Balconies & Basements

Achiever	<b>Balcony:</b> tireless, strong work ethic, leads by example, go-getter, hungry
	<b>Basement:</b> unbalanced, brown-noser, overcommitted, can't say no, burning the candle at both ends, too concentrated on work
Activator	<b>Balcony:</b> self-starter, fire-starter, energy source, fearless
	<b>Basement:</b> ready-fire-aim, loose cannon, speak before you think, in left field (because others have not caught up)
Adaptability	<b>Balcony:</b> flexible, comfortable in times of change, easy to get along with, go with the flow
	<b>Basement:</b> directionless, indecisive, sheep, inconclusive, whimsical
Analytical	<b>Balcony:</b> well thought out, logical, deep, thorough, smart; comfortable with numbers, figures, and charts
	<b>Basement:</b> rude, short, tough, never satisfied with the answer, too many questions
Arranger	<b>Balcony:</b> flexible, organizer, juggler, aligning and realigning tasks to find the most productive configuration possible, efficient, conductor
	<b>Basement:</b> lack of structure, too flexible, don't follow the existing rules or procedures, constantly changing priorities, lack of vision
Belief	<b>Balcony:</b> passionate, steadfast, know where they stand, altruistic, family-oriented, ethical, responsible
	<b>Basement:</b> stubborn, set in their ways, elitist, unaccepting of other ideas, opinionated, goody-two-shoes
Command	<b>Balcony:</b> charisma, direct, driven, inspirational, easy to follow, clear, concise
	<b>Basement:</b> bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn
Communication	<b>Balcony:</b> storyteller, great presence, easy to talk to, energizer, entertaining, charismatic
	<b>Basement:</b> blabbermouth, poor listener, self-absorbed, show-off, always needs attention
Competition	<b>Balcony:</b> driven, motivated, number one, measurement-oriented, winner
	<b>Basement:</b> sore loser, not a team player, puts down others, self-centered, confrontational
Connectedness	<b>Balcony:</b> spiritual, doesn't sweat the small stuff, strong faith, always looking at the big picture, helps others see purpose
	<b>Basement:</b> passive, naïve, too idealistic, wishy-washy
Consistency	<b>Balcony:</b> just, problem solver, policy maker
	<b>Basement:</b> "by the book", inflexible, unwilling to customize/individualize
Context	<b>Balcony:</b> has a robust historical frame of reference, learns lessons from the past, knows how things came to be, can leverage knowledge of the past
	<b>Basement:</b> slow to move and react to change, closed-minded, lives in the past
Deliberative	<b>Balcony:</b> good judgement, identifies risk, makes solid decisions, can plan for the unexpected
	<b>Basement:</b> standoffish, aloof, cautious, slow, introverted, afraid to act
Developer	<b>Balcony:</b> grows talent in others, teacher, coach, enjoys helping others succeed, invests in others
	<b>Basement:</b> not an individual contributor, wastes time on low-potential people, spectator
Discipline	<b>Balcony:</b> high productivity and accuracy because of ability to structure, breaks down complex into steps, great planners, promoted efficiency
	<b>Basement:</b> overbearing, rigid, mechanized, can't handle change
Empathy	<b>Balcony:</b> creates trust, brings healing, knows just what to say/do, customizes approach to others
	<b>Basement:</b> "soft", moody, over-involved

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Focus	<b>Balcony:</b> point person, disciplined, purposeful, laser-like precision, identifies important areas quickly, goal setter and goal getter
	<b>Basement:</b> absorbed, tough to relax, intense, stressed
Futuristic	<b>Balcony:</b> imaginative, creative, visionary, even prophetic, inspiring
	<b>Basement:</b> dreamer, “Fantasy Island”, out in left field, lacks pragmatism
Harmony	<b>Balcony:</b> negotiator, can see both sides of a situation, great at asking questions, able to arrive at consensus, great facilitator
	<b>Basement:</b> weak, indecisive, non-confrontational, avoids conflict
Ideation	<b>Balcony:</b> improves on the existing, learns quickly, agile mind
	<b>Basement:</b> serendipitous, lacks follow-through, creates more work
Includer	<b>Balcony:</b> invites others in, caring, engages others, sensitive, takes up for others
	<b>Basement:</b> indiscriminate, unable to decide, generous to a fault
Individualization	<b>Balcony:</b> sees the uniqueness in all individuals, intuitively knows that “one size does not fit all”, appreciates the differences in others
	<b>Basement:</b> unable to synthesize when it comes to people, has difficulty placing group above individual, difficulty in making people decisions
Input	<b>Balcony:</b> great resource, knowledgeable, excellent memory, mind for detail, collects interesting things, excellent conversationalist
	<b>Basement:</b> knows a lot of worthless information, packrat, cluttered-house/cluttered-mind, boring conversationalist
Intellection	<b>Balcony:</b> excellent thinker, enjoys music, capable of deep and philosophical thought, able to work alone
	<b>Basement:</b> a loner, slow to act or wastes time thinking too much, isolated, doesn’t work well with others
Learner	<b>Balcony:</b> always learning, catches on quickly, interested in many things, finds life intriguing
	<b>Basement:</b> a know it all, lacks focus on results, learns a lot-produces little, bookish
Maximizer	<b>Balcony:</b> mastery, success, excellence, working with the best
	<b>Basement:</b> perfectionist, picky, never good enough, always reworking
Positivity	<b>Balcony:</b> enthusiastic, lighthearted, energetic, generous with praise, optimistic
	<b>Basement:</b> insincere, naïve, superficial, Pollyanna
Relator	<b>Balcony:</b> caring, trusting, a great friend, forgiving, generous
	<b>Basement:</b> lives in a clique, crony, has an inner circle, plays favorites
Responsibility	<b>Balcony:</b> committed, accountable, independent, trusted, conscientious
	<b>Basement:</b> micro-manager, obsessive, can’t say no, bites off more than can chew
Restorative	<b>Balcony:</b> problem solver, troubleshooter, finds improvements and solutions
	<b>Basement:</b> focuses on weaknesses, punitive, negative, critical
Self-Assurance	<b>Balcony:</b> self-confident, strong inner compass, risk-taker
	<b>Basement:</b> arrogant, self-righteous, over-confident, stubborn
Significance	<b>Balcony:</b> seeks outstanding performance, does things of importance, independent
	<b>Basement:</b> recognition hungry, self-focused, needy
Strategic	<b>Balcony:</b> anticipates alternatives, intuitive, sees different paths
	<b>Basement:</b> jumps to quick decisions, difficult to understand their thinking, closed-minded
WOO	<b>Balcony:</b> outgoing, people-oriented, networker, rapport-builder
	<b>Basement:</b> fake, shallow, does not care about deep relationships