

Dan Hill

Learner

Restorative

Connectedness

Developer

Achiever

LEARNER®

PEOPLE EXCEPTIONALLY TALENTED IN THE LEARNER THEME HAVE A GREAT DESIRE TO LEARN AND WANT TO CONTINUOUSLY IMPROVE. THE PROCESS OF LEARNING, RATHER THAN THE OUTCOME, EXCITES THEM.

People with strong Learner talents constantly strive to learn and improve. The process of learning is as important to them as the knowledge they gain. Learners are energized by the steady and deliberate journey from ignorance to competence. They are excited by the thrill of learning new facts, beginning a new subject, and mastering an important skill. Learning builds their confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than “getting there.”

ITS POWER AND EDGE

People with strong Learner talents not only love to learn, but they also intuitively know how they learn best. They can learn quickly, and when focused, they can keep a group, team, and organization on the cutting edge.

IF LEARNER IS A DOMINANT THEME FOR YOU:

Continue to grow through learning.

- Refine how you learn. If you learn best by teaching, seek out opportunities to instruct others. If you learn best through reflection, carve out this quiet time.
- Designate yourself as an early adopter for new technology, such as a new point-of-sale or back-office system. You will learn quickly and be able to share important advances with your colleagues and peers.
- Honor your desire to learn. If you can't fulfill this need at work, take advantage of adult educational opportunities in your community. Discipline yourself to sign up for at least one new academic or adult learning course each year.
- Be a catalyst for change. Others might be intimidated by new rules, new skills, or new circumstances. Your willingness to soak up this “newness” can calm their fears and spur them to engage. Take this responsibility seriously.

IF LEARNER IS A LESSER THEME FOR YOU:

If you lack the intensity of the talents that comprise the Learner theme, it does not mean you can't or won't learn. It does mean that you probably don't appreciate or enjoy the process that is often required for learning to take place.

- Have a strategy in place to help keep your skills up-to-date and relevant in an ever-changing world.
- You are more interested in the destination than the journey. Consider looking for roles that are oriented toward results rather than processes.
- You may have other dominant talents you can lean on when you need to bring something new to the table. For example, Woo talents might open you to new people; Ideation talents might open you to new ideas; Input talents might open you to new resources or tools; and Strategic talents might open you to new possibilities or options.
- Develop relationships with people who always seem to be on the cutting edge. They can keep you informed on the latest advancements in your field.

RESTORATIVE™

PEOPLE EXCEPTIONALLY TALENTED IN THE RESTORATIVE THEME ARE ADEPT AT DEALING WITH PROBLEMS. THEY ARE GOOD AT FIGURING OUT WHAT IS WRONG AND RESOLVING IT.

People with strong Restorative talents love to solve problems. While some are dismayed when they encounter yet another breakdown, those with strong Restorative talents are energized by it. They enjoy the challenge of analyzing symptoms, identifying what is wrong, and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

ITS POWER AND EDGE

Those with strong Restorative talents bring a solution-oriented mindset to daily problems. They readily take on projects that others believe “can’t be saved.” They can analyze a situation, identify potential shortcomings, and make the necessary adjustments.

IF RESTORATIVE IS A DOMINANT THEME FOR YOU:

Every problem has a solution. Use your talents to find it and fix it.

- Seek roles in which you are paid to solve problems. You might particularly enjoy roles in medicine, consulting, computer programming, or customer service, in which your success depends on your ability to restore and resolve.
- Look for turnaround situations that others avoid. You will enjoy the challenge, and you will further your “can do” abilities and reputation.
- You might be attracted to difficult problems, but also look for easy-to-solve problems that offer big results.
- Let everyone know that you enjoy fixing problems. It comes naturally to you, although many people shy away from problems. You can help.
- Think through the ways you can improve your skills and knowledge. Identify the courses you can take to plug any gaps.

IF RESTORATIVE IS A LESSER THEME FOR YOU:

If you lack the intensity of the Restorative theme, it doesn’t mean you are unable to troubleshoot or solve problems. However, you may be inclined toward strengthening existing advantages or capitalizing on more promising opportunities.

- When you fall short of your expectations, consider circumstances that were beyond your control and the actions you took or didn’t take that could have contributed to the outcome. Assess whether you have a blind spot that needs to be addressed to be successful next time.
- Be honest if something is broken beyond your skill to repair. Learn as much as you can so you can describe what is happening clearly and hand it off to more capable hands.
- Identify those situations where you repeatedly are not as effective as you want to be. Ask someone you trust for advice and feedback. Learn how they would have approached the situation. Be open to their perspective and identify actions that will help you succeed when faced with this situation again.

CONNECTEDNESS®

PEOPLE EXCEPTIONALLY TALENTED IN THE CONNECTEDNESS THEME HAVE FAITH IN THE LINKS AMONG ALL THINGS. THEY BELIEVE THERE ARE FEW COINCIDENCES AND THAT ALMOST EVERY EVENT HAS MEANING.

Things happen for a reason. Those with strong Connectedness talents are sure of it. They have a powerful conviction that everyone is connected. While each person is responsible for his or her own judgments and actions, those with strong Connectedness believe everyone is part of something larger. This belief implies certain responsibilities. Their awareness of these responsibilities creates their value system. They are considerate, caring, and accepting. Certain of the unity of humankind, they build bridges for people of different cultures. They give others comfort that there is a purpose beyond everyday existence. Their faith is strong. It sustains them and their close friends in the face of life's mysteries.

ITS POWER AND EDGE

People strong in the Connectedness theme build bridges between people and groups, showing them how to relate to and rely on each other. They help others find meaning in the unpredictability of the world around them, providing a sense of comfort and stability in the face of uncertainty. Putting it simply, their ability to “connect the dots” from the past, present, and future can give others perspective, guidance, and hope.

IF CONNECTEDNESS IS A DOMINANT THEME FOR YOU:

Help others see connections and purpose in everyday occurrences.

- Share specific examples that help your friends and colleagues see how their actions affect others.
- Intentionally set aside a few minutes away from the action for an opportunity to quietly contemplate. This will give you a better chance to see patterns and identify adjustments that can increase the effectiveness of the group you are working with.
- Consider roles in which you listen to others and counsel them. You can become adept at helping people see connections and purpose in everyday occurrences.
- Help those around you cope with unpredictable and unexplainable events. You will bring them a sense of stability as they handle the unexpected.
- Explore specific ways to expand your sense of connection, such as starting a book club, attending a retreat, or joining an organization that puts Connectedness into practice.

IF CONNECTEDNESS IS A LESSER THEME FOR YOU:

If you don't have strong Connectedness talents, it does not mean you lack clarity or perspective. It likely indicates that you are guided by a more objective and practical outlook.

- Among your top themes, find those that provide you with guidance and perspective. Belief or Responsibility talents may provide motivation and direction to do what is right. Discipline talents may help you maintain a routine or a consistent approach to work that others can rely on.
- It might be less natural for you to take a step back, consider consequences, or look at things as a system. Consider creating checkpoints throughout the day or during a project to seek feedback — especially from stakeholders but also from outside parties — to gain a larger perspective.
- Gravitate toward roles and tasks that tend to be detailed.
- Seek out people who have different opinions or beliefs than yours. Ask them questions. Take time to get to know them while seeking to understand their perspective.

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.

ACHIEVER®

PEOPLE EXCEPTIONALLY TALENTED IN THE ACHIEVER THEME WORK HARD AND POSSESS A GREAT DEAL OF STAMINA. THEY TAKE IMMENSE SATISFACTION IN BEING BUSY AND PRODUCTIVE.

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do more, to achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day they must accomplish something meaningful to feel good about themselves. And “every day” means every single day — workdays, weekends, holidays, and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. Upon finishing a challenging project, they rarely seek to be rewarded with a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

ITS POWER AND EDGE

Achievers love to complete tasks, and they derive fulfillment from their accomplishments. Putting it simply, people with high Achiever have a strong inner drive — an innate source of intensity, energy, and power that enables them to push hard to get things done. As a result, they often set the pace and define productivity levels for the people around them.

IF ACHIEVER IS A DOMINANT THEME FOR YOU:

Direct your energy to achieve in all areas of your life.

- Take advantage of your self-motivation by setting challenging goals. Set a more ambitious goal every time you finish a project.
- Partner with someone with strong Discipline or Focus talents. This person can help you use your energy as efficiently as possible.
- Take time to celebrate each success before moving on to the next item or task, even for just a few minutes.
- Although you might be naturally equipped to work harder and longer than others, be sure to take regular breaks.
- As much as possible, limit your commitments to tasks that are aligned with your highest priorities.
- Make sure your to-do lists include things beyond work.

IF ACHIEVER IS A LESSER THEME FOR YOU:

Think about how you get things done. Even if you lack the intensity or drive of the Achiever theme, you no doubt accomplish meaningful outcomes.

- Among your top themes, find those that provide you with energy and motivation. Focus, Maximizer, or Responsibility talents may be the fire that can fuel your endeavors in the same way that the Achiever talents do for others.
- If you have a smartphone or other mobile device, find a powerful app that can help you keep track of the important tasks you need to accomplish each day. Use this technology to push you toward completing your goals.
- Look for collaborative roles. The drive of those around you can often be contagious. Gravitate to high producers, and their energy will often rub off on you.
- Manage others' expectations by helping them understand that though you are not afraid of hard work, your primary motivation is more about quality, commitment, or service.