

Theme Contributions and Needs

Charlotte Blair

	I Bring This is what I can contribute (The value I add)	I Need This is what I need (My Energizers)
Activator	<p>The spark to get things started. A catalytic sense of urgency. Energy and instant momentum to projects and groups. Endless energy to get things done. Courage to take risks.</p>	<p>Less discussion, more action. Opportunities to turn ideas into action. Freedom to make decisions and execute. Pointers to head in the right direction. Space to learn through experience.</p>
Woo	<p>A warmth to conversations. Energy to social situations. A wide network of contacts. A welcoming feel for newcomers. The ability to connect with others. An ease with meeting new people.</p>	<p>Social interactions and variability. Opportunities to meet new people. People to draw into conversations.</p>
Command	<p>Emotional clarity and decisiveness. A desire to state the truth or facts regardless of the implications. A willingness to take charge. An ability to resolve conflicts and misunderstandings.</p>	<p>Freedom to take risks. Challenges and conflicts. Others who will follow my lead. Clear expectations from others. Space to express my opinions and influence others.</p>
Arranger	<p>Calmness when there are many moving parts. Flexibility, interactivity and resourcefulness. Effective collaboration working with others. An intuitive sense how different people can work together.</p>	<p>A dynamic environment. Opportunities to think on my feet. Responsibility to create and modify the plan. Autonomy to consider and arrange all the variables in the most productive way.</p>
Positivity	<p>Resilience in the face of failure. A contagious energy and enthusiasm that will give any dark cloud a silver lining. A fun-loving spirit that can get others excited.</p>	<p>Interactions with others to share a positive perspective. Chances to encourage others. Freedom to experience the joy and drama of life. Opportunities to celebrate the success of others.</p>

Themes 1 - 5

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Responsibility	<ul style="list-style-type: none"> Drive for doing things right. Relationships built on trust. Stable values such as honesty, dependability and loyalty. Ownership to deliver on promises. Conscientiousness and impeccable ethics. 	<ul style="list-style-type: none"> Opportunities to take on new responsibilities. Tasks to do with clear expectations. An environment that values quality. Freedom to take ownership. Others who take their responsibilities seriously.
Communication	<ul style="list-style-type: none"> Clarity when presenting to others. A connection with others through words. Attention to messages that must be heard. A means for others to express their thoughts and ideas in captivating ways. The ability to turn events into stories that others want to hear. 	<ul style="list-style-type: none"> To be understood. An audience to engage. Venues to converse with others. Opportunities to fine-tune my messages so they have the most meaningful effect.
Maximizer	<ul style="list-style-type: none"> A quality orientation. An eye for improvement. A commitment to excellence. A desire for the best outcome. A focus on strengths in self and others. 	<ul style="list-style-type: none"> A measure of excellence. Opportunities to exceed the standards. Quality to be valued as much as quantity. Opportunities to focus on what I do best every day.
Individualization	<ul style="list-style-type: none"> An understanding of people that is valuable for placement. A perception of the talents in others. A tailored approach for each person. A way to easily figure out how different people can work together productively. An eye for the uniqueness in people, data or objects. 	<ul style="list-style-type: none"> Flexibility to customize the approach with each individual. Venues to identify and put to use each individual's unique strengths. Freedom to treat each person differently.
Significance	<ul style="list-style-type: none"> Independence. A focus on excellence. A sense of importance. Professionalism and credibility. Determination to make a difference. 	<ul style="list-style-type: none"> Admiration. Opportunities to create an impact on others. A sense of importance in the eyes of others. Independence and recognition for my contributions. An appreciative audience that will bring out my best.

Themes 6 - 10

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	I Bring This is what I can contribute (The value I add)	I Need This is what I need (My Energizers)
Futuristic	Previews, predictions and forecasts. A forward looking focus for what could be. An eye for detail in what the future might hold. Inspiration and energy with visions of the future.	Time to think, write and plan for the future. Opportunities to talk about the foreseen future. Occasions to refine my message about the future. Venues to describe the future I imagine, providing details and ideas with others.
Self-Assurance	Initiative in the midst of uncertainty. A willingness to take necessary risks. The courage to take on something new. A confidence to others "We can do this." An inner compass to know the way forward. A resilience to disappointments and set backs.	Opportunities to make progress. Flexibility to choose the way forward. Clear feedback to help form instincts. Freedom to act unilaterally and independently.
Focus	Independence and ownership. An ability to prioritize and then act. Perseverance until the goal is achieved. Clarity through concentration and direction. An intense and intentional single-minded focus. Help to others in setting goals and staying on track.	Something to aim for. Goals to establish priorities. Proof to demonstrate progress. Freedom to work independently. Opportunities to discuss my goals and measure the progress toward them. Allocated time to work without interruptions.
Empathy	Emotional Intelligence. Emotional comfort and stability. Emotional depth to relationships. An awareness of the needs, unvoiced questions and emotions of others. A view of the world through the eyes of others. The right words to help others express their feelings.	Meaningful relationships. Freedom to express my feelings. A value for emotional language Opportunities to make decisions based on intuition.
Belief	A service orientation. A sense of trustworthiness. Dependability and high ethics. Stability, clarity and conviction. A willingness to make sacrifices for things that are important.	Alignment between my work and my values. A cause or purpose for which to strive. A meaningful place to focus my drive and direction.

Themes 11 - 15

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