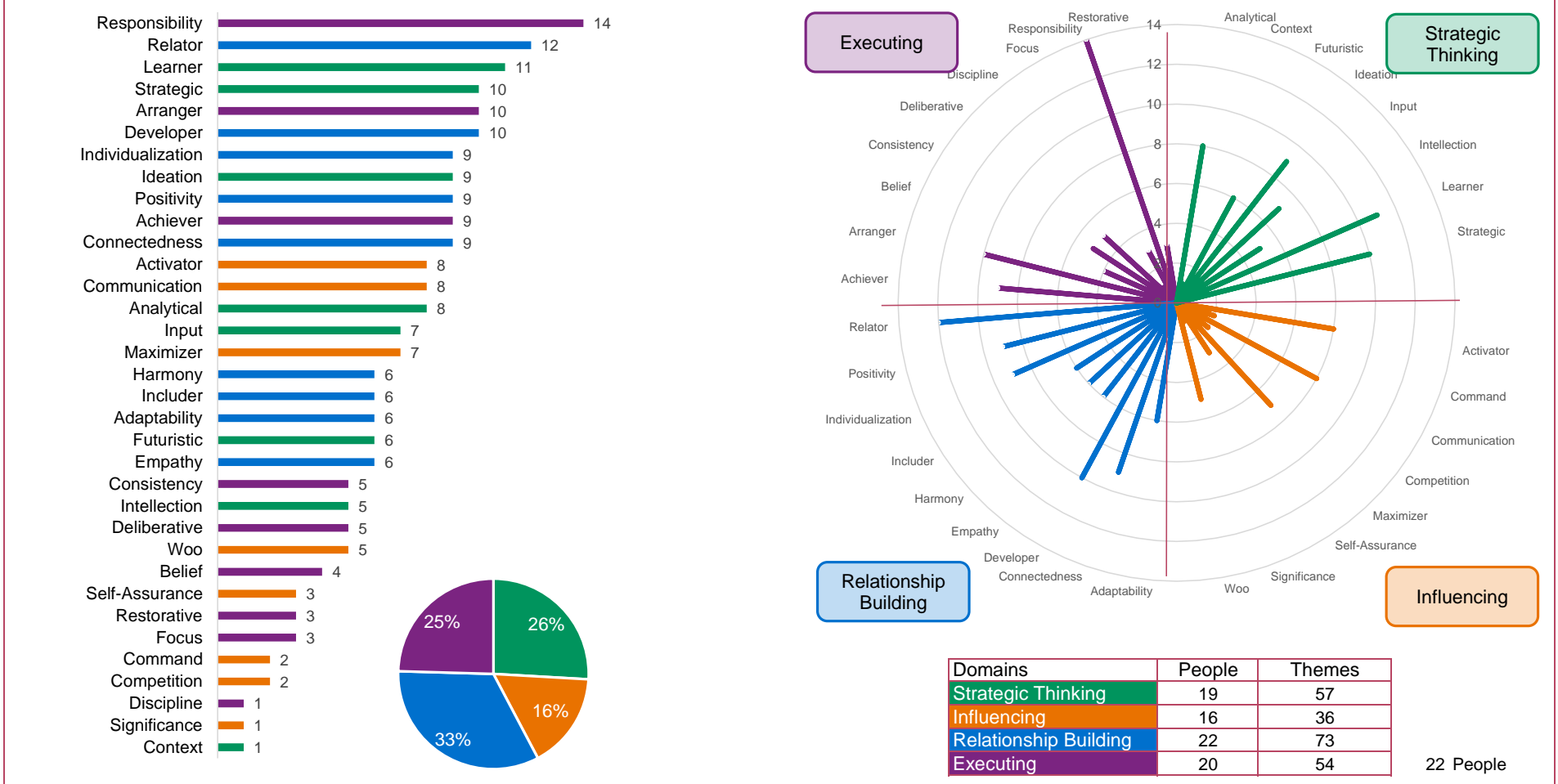


## Team Summary



### Team Top 5

	As a team we bring	As a team we need	As a team we are motivated by
64% <b>Responsibility</b>	dependability and loyalty	freedom to take ownership	the respect of others
55% <b>Relator</b>	social depth and transparency	time and opportunities for one-on-one interactions	close, caring, mutual relationships
50% <b>Learner</b>	a learning perspective	exposure to new information and experiences	to live on the frontier / the cutting edge
45% <b>Strategic</b>	creative anticipation, imagination and persistence	freedom to make mid-course corrections	seeing a way when others assume there is no way
45% <b>Arranger</b>	flexibility and interactivity	a dynamic environment	initiating and managing necessary change

Representing the Top 10 Themes

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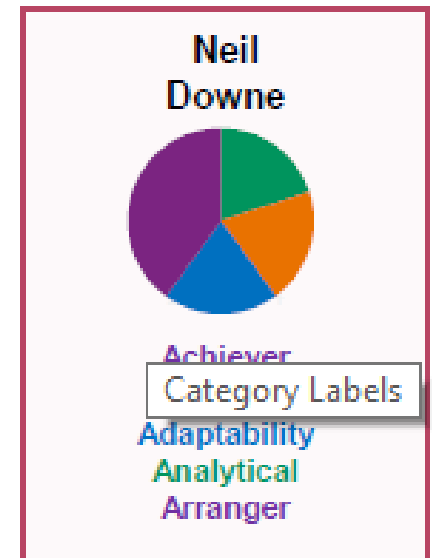
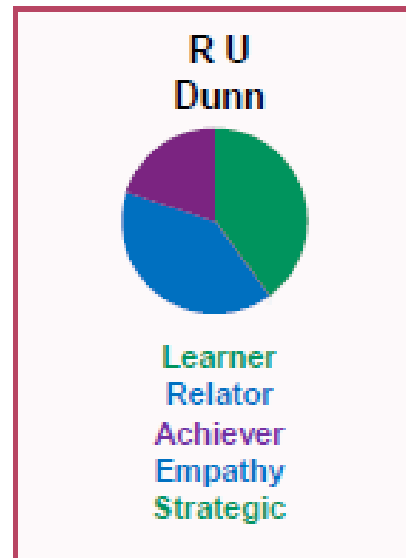
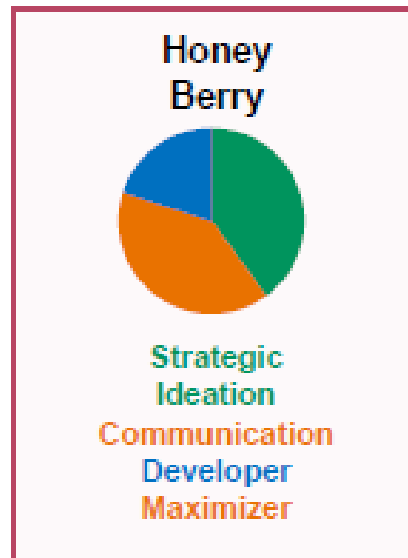
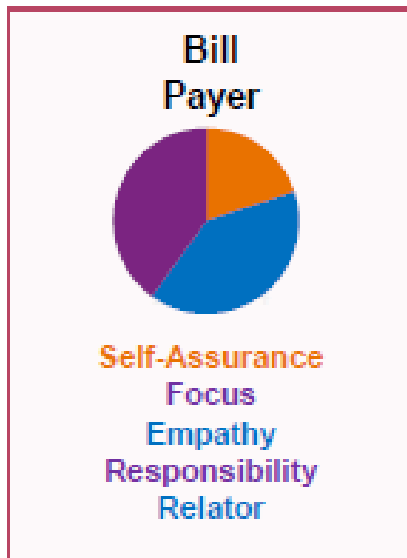
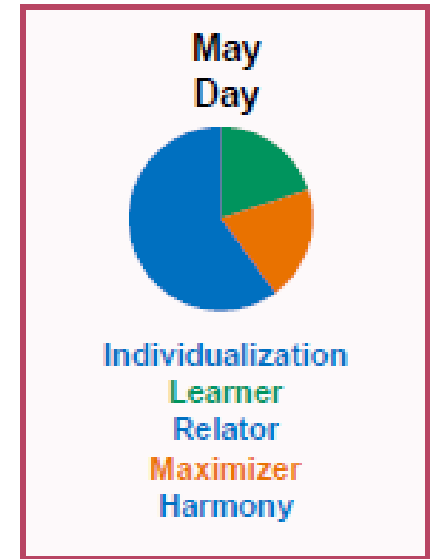
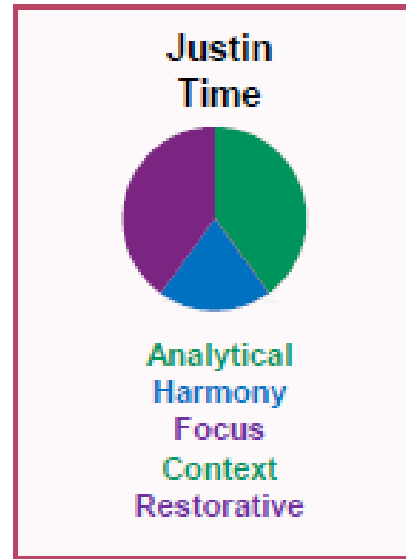
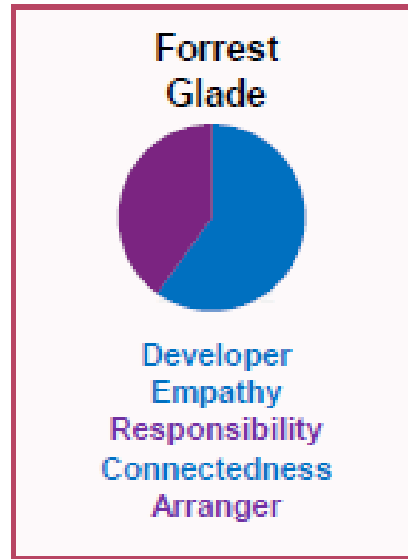
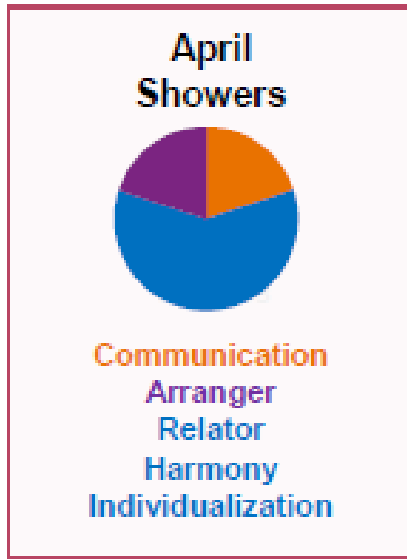
# Team Strengths Grid

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		Strategic Thinking							Influencing							Relationship Building							Executing												
		26%		19 People			57		16%		16 People			36		33%		22 People			73		25%		20 People			54							
		These themes help people know the facts about What has happened, What is happening and What is the best way forward.							These themes help people take the What and provide the Why, giving motivation and inertia to move forward.							These themes help people understand about the team members, Who to involve and Who is best for each task.							These themes help people understand the details and know exactly How it should be done, then they see it through to completion.												
		Analytical	Context	Futuristic	Ideation	Input	Intellection	Learner	Strategic	Activator	Command	Communication	Competition	Maximizer	Self-Assurance	Significance	Woo	Adaptability	Connectedness	Developer	Empathy	Harmony	Includer	Individualization	Positivity	Relator	Achiever	Arranger	Belief	Consistency	Deliberative	Discipline	Focus	Responsibility	Restorative
22 People	Name																																		
	Person 1124	30				6		10			32	5	31	1			4					9			7	2	8		3			34		33	
	Person 1125		33	8	32		30	4	6	3			34							2					5	10	1	31	9					7	
	Person 1126		31					34	33				32					1		9	10	5	8	3	2	6		4				30	7		
	Person 1127	6			32	33		9				31		30					34	8		4					10		2	1	3	7		5	
	Person 1128	3					5	1	8		30	31	32			34		33	6	7													4		
	Person 1129		34	6	30	32				1	5		10	7		4			31							2		3				9	8	33	
	Person 1130			31		32				30				8	34			10			6	2		33			4	9	7	1	3		5		
	Person 1131	10			5	8		7	4		31	2	33	9				30					3	1			6		32				34		
	Person 1132		9	32		33						5	30	8								1		34	7		6	4	2	10		3	31		
	Person 1133			1		5	32		2	3		7	30			6		31	10	33		34						8				9	4		
	Person 1134		34				33			8	5	10	30			3		6					1	4	7	32		2			31		9		
	Person 1135	7	32	8		34			1			9			2						33		10	30	5	3	6				31		4		
	Person 1136				6	1	5			10			31			32	33		4	9	3		34	2		7					30	8			
	Person 1137		31		6		10	7					30			34		3	4						33	1		9	5		2	32		8	
	Person 1138				9					1		5	33			32	7		8	4					2	3		6			34	31	30	10	
	Person 1139	7			6	1	2	3		33	31							4	9		10	30				5	34			32				8	
	Person 1140	32	34	3	9	1	4	5	10	2			30	8							7			6						33	31				
	Person 1141				5		30	8	4	2		3				6		7		9	10			1			31			33	32	34			
	Person 1142	1	31		33								32						30	9		4				7	10	2	8	5			6	3	
	Person 1143			7	5	4			3	2		6			8		33		9		34	31		32			1				30		10		
	Person 1144	7			1				4						6	32			9	10		34	2	33	8	3	5			30	31				
	Person 1145	7			1				4						6	32			9	10		34	2	33	8	3	5			30	31				

# Team Profiles

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Strategic Thinking

Influencing

Relationship Building

Executing

# Jack Potts

Activator

Belief

Significance

Arranger

Command

Strategic

Analytical

Relator

Discipline

Input



THE STRENGTHS  
PARTNERS

## Theme Comparisons

	Ben Dover	Forrest Glade	April Showers	I Malone	Jack Potts	C Lion	
1	Harmony	Developer	Communication	Adaptability	Activator	Communication	1
2	Developer	Empathy	Arranger	Harmony	Significance	Developer	2
3	Futuristic	Responsibility	Relator	Intellection	Command	Strategic	3
4	Adaptability	Connectedness	Harmony	Empathy	Analytical	Arranger	4
5	Maximizer	Arranger	Individualization	Input	Discipline	Harmony	5
6	Empathy	Individualization	Significance	Arranger	Belief	Maximizer	6
7	Responsibility	Learner	Deliberative	Connectedness	Arranger	Intellection	7
8	Deliberative	Relator	Maximizer	Relator	Strategic	Deliberative	8
9	Belief	Maximizer	Empathy	Individualization	Relator	Competition	9
10	Relator	Harmony	Responsibility	Responsibility	Input	Woo	10
11	Intellection	Focus	Consistency	Learner	Restorative	Includer	11
12	Input	Belief	Activator	Developer	Learner	Activator	12
13	Positivity	Futuristic	Focus	Positivity	Individualization	Connectedness	13
14	Individualization	Analytical	Analytical	Maximizer	Achiever	Focus	14
15	Connectedness	Self-Assurance	Competition	Ideation	Focus	Context	15
16	Ideation	Achiever	Restorative	Restorative	Responsibility	Discipline	16
17	Arranger	Discipline	Woo	Activator	Consistency	Significance	17
18	Achiever	Deliberative	Positivity	Belief	Woo	Self-Assurance	18
19	Consistency	Input	Discipline	Deliberative	Harmony	Belief	19
20	Competition	Activator	Futuristic	Consistency	Communication	Command	20
21	Communication	Intellection	Self-Assurance	Command	Adaptability	Achiever	21
22	Analytical	Significance	Developer	Woo	Positivity	Relator	22
23	Strategic	Consistency	Includer	Focus	Ideation	Learner	23
24	Learner	Command	Command	Achiever	Context	Responsibility	24
25	Woo	Restorative	Context	Communication	Competition	Consistency	25
26	Discipline	Includer	Connectedness	Analytical	Maximizer	Empathy	26
27	Includer	Ideation	Belief	Self-Assurance	Developer	Individualization	27
28	Self-Assurance	Positivity	Learner	Context	Includer	Input	28
29	Command	Communication	Achiever	Competition	Self-Assurance	Futuristic	29
30	Restorative	Competition	Intellection	Strategic	Connectedness	Adaptability	30
31	Significance	Context	Ideation	Includer	Intellection	Positivity	31
32	Activator	Woo	Strategic	Discipline	Deliberative	Ideation	32
33	Context	Strategic	Adaptability	Futuristic	Empathy	Restorative	33
34	Focus	Adaptability	Input	Significance	Futuristic	Analytical	34

## Charlotte Blair

## Theme Advantage

In times of chaos, how do your themes help you navigate forward? The old rules have gone, how can you be confident in the new world of change.

VUCA	Activator	Woo	Command	Arranger	Positivity
<b>Volatility</b> How do your themes help provide stability in times of unexpected and rapid change?					
<b>Uncertainty</b> How do your themes create understanding when there is a lack of information for potential change?					
<b>Complexity</b> How do your themes help provide simplicity when there are many interconnecting parts and variables?					
<b>Ambiguity</b> How do your themes give you agility and confidence to proceed into the unknown?					

## Theme Insights

	Self-Assurance	Focus	Empathy	Responsibility	Relator
<b>Bill Payer</b>	People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.	People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.	People exceptionally talented in the Empathy theme can sense other people's feelings by imagining themselves in others' lives or situations.	People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.	People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.
<b>Descriptive Words</b>	Independent, certain, confident, self-aware, self-sufficient, instinctive, intense, controlling, stable, persistent	Goal-oriented, persevering, driven, efficient, single-minded, progress-aware, selective, distraction-averse	Listening, emotional, expressive, sensitive, aware, caring, intuitive, confidential, helpful, sensate, instinctive	Diligent, conscientious, judgmental, loyal, driven, dutiful, dependable, serious, self-sacrificing, committed, responsive, independent	Friendly, caring, authentic, genuine, intimate, transparent, truthful, revealing
<b>The Role I Play (Words describing who I am)</b>	Influencer, controller, director, risk-taker, leader	Concentrator, prioritizer, rudder, director, guide, goal setter	Feeler, confidant, expresser, sage, absorber, listener, resonator, sensor	Owner, committer, servant, responder, perfectionist, judge, volunteer, controller	Friend, family member, loyalist, care-taker
<b>I am (being)</b>	internally confident in the midst of external uncertainty	intensely and intentionally single minded	an emotional person	someone others often trust to get things done	genuine and authentic
<b>I will (doing)</b>	seek to exert influence rather than be influenced	persevere until the goal is reached	make the visceral explicit	keep promises and follow through on commitments	get to know more about the people closest to me
<b>The Value I Bring</b>	a willingness to take necessary risks	clarity through concentration and direction	emotional intelligence	dependability and loyalty	social depth and transparency
<b>The Needs I Have (Give me...)</b>	freedom to act unilaterally and independently	a goal to establish priorities	freedom to laugh, cry, vent	freedom to take ownership	time and opportunities for one-on-one interactions
<b>Metaphor / Image</b>	internal compass, marches to beat of different drum	"in the zone"	a person's affect will determine his or her effect	serious owner - not disinterested renter	knowing and being known by friends
<b>Barrier Label</b>	arrogant, over-confident, self sufficient	destination mentality may limit enjoyment of the journey	bleeding heart	can't say no or let go	cliquish cronyism
<b>My Motivators (I Love)</b>	being in control of my own destiny	to begin with the end in mind	the gladness, sadness and madness of humanity	the respect of others	close, caring, mutual relationships
<b>My Demotivators (I Dislike)</b>	others telling me what to do	going off on misdirected tangents	those things that block or limit emotional expression	disappointing others and being disappointed by others	the initial social discomfort of meeting someone new