

Strengths Finder Themes

Balconies and Basements

Achiever (Executing)

People strong in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

Balcony Descriptors: tireless, strong work ethic, leads by example, go-getter, hungry

Basement Descriptors: unbalanced, overcommitted, can't say no, burns candle at both ends, too concentrated on work.

Activator (Influencing)

People strong in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

Balcony Descriptors: self-starter, fire-starter, energy source, fearless.

Basement Descriptors: ready-fire-aim, loose cannon, speaks before thinking, in left field (because others haven't caught up).

Adaptability (Relationship Building)

People strong in the Adaptability theme prefer to "go with the flow". They tend to be "now" people who take things as they come and discover the future one day at a time.

Balcony Descriptors: flexible, comfortable in times of change, easy to get along with, goes with the flow.

Basement Descriptors: directionless, indecisive, sheep, inconclusive, whimsical.

Analytical (Strategic Thinking)

People strong in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

Balcony Descriptors: Thinks things through, smart, logical, deep, thorough, comfortable with numbers, comfortable with figures.

Basement Descriptors: rude, short, tough, never satisfied with the answer, asks too many questions.

Arranger (Executing)

People strong in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.

Balcony Descriptors: flexible, organizer, juggler, aligns and realigns tasks to find the most productive, efficient, conductor.

Basement Descriptors: lacks structure, too flexible, doesn't follow rules or procedures, constantly changes priorities, lacks vision.

Belief (Executing)

People strong in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.

Balcony Descriptors: passionate, steadfast, knows where he or she stands, altruistic, family-oriented, ethical, responsible.

Basement Descriptors: stubborn, set in their ways, elitist, unaccepting of other ideas, opinionated, goody-two-shoes.

Command (Influencing)

People strong in the Command theme have presence. They can take control of a situation and make decisions.

Balcony Descriptors: charismatic, direct, driven, inspirational, easy to follow, clear, concise.

Basement Descriptors: bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn.

Communication (Influencing)

People strong in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

Balcony Descriptors: storyteller, great presence, easy to talk to, energizer, entertaining, charismatic.

Basement Descriptors: blabbermouth, poor listener, self-absorbed, show-off, always needs attention.

Competition (Influencing)

People strong in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.

Balcony Descriptors: driven, motivated, No. 1, measurement-oriented, winner.

Basement Descriptors: sore loser, not a team player, puts down others, self-centered, confrontational.

Connectedness (Relationship Building)

People strong in the Connectedness theme have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.

Balcony Descriptors: spiritual, “doesn’t sweat small stuff”, strong faith, always looking at big picture, helps others see purpose.

Basement Descriptors: passive, naïve, too idealistic, wishy-washy.

Consistency (Executing)

People strong in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear rules and adhering to them.

Balcony Descriptors: just, problem-solver, policy-maker.

Basement Descriptors: “by the book”, inflexible, unwilling to customize, unwilling to individualize.

Context (Strategic Thinking)

People strong in the Context theme enjoy thinking about the past. They understand the present by researching its history.

Balcony Descriptors: robust historical frame of reference, learns lessons from past, knows how things came to be, leverage knowledge of the past.

Basement Descriptors: slow to move, slow to react to change, closed-minded, lives in the past.

Deliberative (Executing)

People strong in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

Balcony Descriptors: good judgment, identifies risk, makes solid decisions, plans for the unexpected.

Basement Descriptors: standoffish, aloof, cautious, slow, introverted, slow to act.

Developer (Relationship Building)

People strong in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

Balcony Descriptors: grows talent in others, teacher, coach, mentor, enjoys helping others succeed, invests in others.

Basement Descriptors: not a strong personal contributor, too much time on low-potential people, spectator, passive observer.

Discipline (Executing)

People strong in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

Balcony Descriptors: highly productive, highly accurate, ability to structure, breaks down complex, great planner, efficient.

Basement Descriptors: overbearing, rigid, mechanized, can’t handle change.

Empathy (Relationship Building)

People strong in the Empathy theme can sense the feelings of other people by imagining themselves in others’ lives or situations.

Balcony Descriptors: creates trust, brings healing, knows just what to say, customizes approach to others.

Basement Descriptors: “soft”, moody, over-involved.

Focus (Executing)

People strong in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, and then act.

Balcony Descriptors: point person, purposeful, laser-like precision, identifies important areas quickly, goal setter/goal getter.

Basement Descriptors: Absorbed, tough to relax, intense, stressed.

Futuristic (Strategic Thinking)

People strong in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.

Balcony Descriptors: imaginative, creative, visionary, prophetic, inspiring.

Basement Descriptors: “Fantasy Island”, out in left field, lacks pragmatism, lives in the future not in the present.

Harmony (Relationship Building)

People strong in the Harmony theme look for consensus. They don’t enjoy conflict; rather, they seek areas of agreement.

Balcony Descriptors: negotiator, see both sides of a situation, great at asking questions, able to arrive at consensus, great facilitator.

Basement Descriptors: weak, indecisive, not confrontational, avoids conflict.

Ideation (Strategic Thinking)

People strong in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

Balcony Descriptors: improves on the existing, learns quickly, agile mind.

Basement Descriptors: serendipitous, lack follow-through, creates more work.

Includer (Relationship Building)

People strong in the Includer theme are accepting of others. They show awareness of those who feel left out and make an effort to include them.

Balcony Descriptors: invites others in, caring, engages others, sensitive, takes up for others, welcoming.

Basement Descriptors: indiscriminate, unable to decide, generous to a fault.

Individualization (Relationship Building)

People strong in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.

Balcony Descriptors: sees uniqueness in all people, knows “one size doesn’t fit all”, appreciates differences in others.

Basement Descriptors: unable to synthesize when it comes to people, difficulty placing group above individual, difficulty in making people decisions.

Input (Strategic Thinking)

People strong in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.

Balcony Descriptors: great resource, knowledgeable, excellent memory, mind for detail, collects interesting things, excellent conversationalist.

Basement Descriptors: knows too much worthless information, pack rat, cluttered house, cluttered mind, boring conversationalist.

Intellection (Strategic Thinking)

People strong in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

Balcony Descriptors: excellent thinker, enjoys musing, capable of deep thought, able to work alone.

Basement Descriptors: a loner, slow to act, wastes time thinking too much, isolated, doesn’t work well with others.

Learner (Strategic Thinking)

People strong in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

Balcony Descriptors: always learning, catches on quickly, interested in many things, finds life intriguing.

Basement Descriptors: know-it-all, lacks focus on results, learns a lot – produces little, bookish.

Maximizer (Influencing)

People strong in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

Balcony Descriptors: mastery, success, excellence, enjoys working with the best.

Basement Descriptors: perfectionist, picky, never good enough, always reworking.

Positivity (Relationship Building)

People strong in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

Balcony Descriptors: enthusiastic, lighthearted, energetic, generous with praise, optimistic.

Basement Descriptors: insincere, naïve, superficial, Pollyanna.

Relator (Relationship Building)

People who are strong in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

Balcony Descriptors: caring, trusting, a great friend, forgiving, generous.

Basement Descriptors: lives in a clique, cronyism, inner circle, plays favorites.

Responsibility (Executing)

People strong 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.

Balcony Descriptors: committed, accountable, independent, trusted, conscientious.

Basement Descriptors: micromanager, obsessive, can't say "no", takes on too much.

Restorative (Executing)

People strong in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

Balcony Descriptors: problem solver, troubleshooter, finds improvements and solutions.

Basement Descriptors: focus on weakness, punitive, negative, critical of self.

Self-Assurance (Influencing)

People strong in the Self-Assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

Balcony Descriptors: self-confident, strong inner compass, risk-taker.

Basement Descriptors: arrogant, self-righteous, overconfident, stubborn.

Significance (Influencing)

People strong in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized.

Balcony Descriptors: outstanding performance, does things of importance, independent, desire to be great.

Basement Descriptors: recognition-hungry, self-focused, needy, has to be right, overinflated sense of self.

Strategic (Strategic Thinking)

People strong in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

Balcony Descriptors: anticipates alternatives, Intuitive, sees different paths, has ideas for best practices, two steps ahead.

Basement Descriptors: jump to quick decisions, difficult to understand thinking, closed minded, false confidence, false predictions.

Woo (Influencing)

People strong in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with another person.

Balcony Descriptors: outgoing, people-oriented, networker, rapport-builder, earns trust quickly.

Basement Descriptors: fake, shallow, not many deep relationships, insincere, over the top personality.