

Balconies and Basements

Strength	Balcony	Basement
Achiever	Tireless, strong work ethic, leads by example, go-getter, hungry	Unbalanced, brown-noser, overcommitted, can't say no, burns the candle at both ends, too concentrated on work, work is more important than the people
Activator	Self-starter, fire-starter, energy course, fearless	"Ready-fire-aim", loose cannon, speaks before thinking, in left field because others haven't caught up
Adaptability	Flexible, comfortable in times of change, easy to get along with, goes with the flow	Directionless, indecisive, sheep, inconclusive, whimsical
Analytical	Thinks things through, smart, logical, deep, thorough, comfortable with numbers, figures, and charts	Rude, short, tough, never satisfied with the answer, asks too many questions
Arranger	Flexible, organizer, juggler, aligns and realigns tasks to find the most productive configuration possible, efficient, conductor	Lacks structure, too flexible, doesn't follow the existing rules or procedures, constantly changes priorities, lacks vision, difficult to follow because of frequent realignments
Belief	Passionate, steadfast, knows where he or she stands, altruistic, family-oriented, ethical, responsible	Stubborn, set in his or her ways, elitist, unaccepting of others' ideas, opinionated, goody-two-shoes
Command	Charismatic, direct, driven, inspirational, easy to follow, clear, concise	Bossy, know it all, bulldozer, rude, abrupt, strong-willed, inflexible, stubborn
Communication	Storyteller, great presence, easy to talk to, energizer, entertaining, charismatic	Blabbermouth, poor listener, self-absorbed, show-off, always needs attention
Competition	Driven, motivated, number 1, measurement-oriented, winner	Sore loser, not a team player, puts down others, self-centered, confrontational
Connectedness	Spiritual, "doesn't sweat the small stuff," strong faith, always looking at the big picture, helps others see purpose	Passive, naïve, too idealistic, wishy-washy
Consistency	Just, problem-solver, policy-maker	By the book, inflexible, unwilling to customize/individualize
Context	Has a robust historical frame of reference, learns lessons from the past, knows how things came to be, institutional memory	Slow to move and react to change, closed-minded, lives in the past
Deliberative	Good judgment, identifies risk, makes solid decisions, can plan for the unexpected	Standoffish, aloof, cautious, slow, introverted, afraid to act, indecisive
Developer	Grows talent in others, teacher, coach, enjoys helping others succeed, invest in others	Not an individual contributor, wastes time on low-potential people, spectator
Discipline	Highly productive and accurate because of ability to structure, breaks down complex into steps, great planner, promotes efficiency	Overbearing, rigid, mechanized, can't handle change
Empathy	Creates trust, brings healing, knows just what to say/do, customizes approach to others	"Soft," moody, over-involved
Focus	Point person, disciplined, purposeful, laser-like precision, identifies important areas quickly, goal setter and goal getter	Absorbed, tough to relax, intense, stressed, single-minded

Strength	Balcony	Basement
Futuristic	Imaginative, creative, visionary, even prophetic, inspiring	Dreamer, “Fantasy Island,” out in left field, unrealistic, lacks pragmatism
Harmony	Negotiator, can see both sides of a situation, great at asking questions, able to arrive at consensus, great facilitator	Weak, indecisive, non-confrontational, avoids conflict
Ideation	Improves on the existing, learns quickly, agile mind	Serendipitous, lacks follow-through, creates more work, always something new, never satisfied
Includer	Invites others, caring, engages others, sensitive, takes up for others	Indiscriminate, unable to decide, generous to a fault
Individuation	Sees the uniqueness in all individuals, intuitively knows that “one size doesn’t fit all,” appreciates the differences in others	Unable to synthesize when it comes to people, has difficulty placing group above the individual, difficulty in making people decisions
Input	Great resource, knowledgeable, excellent memory, mind for detail, collects interesting things, excellent conversationalist	Knows a lot of worthless information, pack rat, cluttered house – cluttered mind, boring conversationalist
Intellection	Excellent thinker, enjoys musing, capable of deep and philosophical thought, able to work alone	A loner, slow to act or wastes time thinking too much, isolated, doesn’t work well with others
Learner	Always learning, catches on quickly, interested in many things, finds life intriguing	A know it all, lacks focus on results, learns a lot-produces little, bookish
Maximizer	Mastery, success, excellence, enjoys working with the best	Perfectionist, picky, never good enough, always reworking
Positivity	Enthusiastic, lighthearted, energetic, generous with praise, optimistic	Insincere, naïve, superficial, Pollyanna
Relator	Caring, trusting, a great friend, forgiving, generous	Lives in clique, crony, has an inner circle, plays favorites
Responsibility	Committed, accountable, independent, trusted, conscientious	Micromanager, obsessive, can’t say “no”, takes on too much
Restorative	Problem solver, trouble shooter, finds improvements and solutions	Focuses on weaknesses, punitive, negative, critical
Self-Assurance	Self confident, strong inner compass, risk taker	Arrogant, self righteous, over confident, stubborn
Significance	Seeks outstanding performance, does things of importance, independent	Recognition-hungry, self-focused, needy
Strategic	Anticipates alternatives, intuitive, sees different paths	Jumps to quick decisions, difficult to understand his or her thinking, closed-minded
Woo	Outgoing, people-oriented, networker, rapport builder	Fake, shallow, does not care about deep relationships