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**Gallup Themes: Raw (undeveloped, uninformed) vs. Mature (developed, well-informed)**

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Raw talent that is talent that is uninformed, inexperienced, tends to be more self-oriented and is often unpr  
Mature talent is talent that is well-informed, more practiced, tends to be more others-oriented and highly p

Achiever Raw: I must keep busy doing anything.

Achiever Mature: I must produce needed results

Activator Raw: Pushes impulsively, impatiently & indiscriminately.

Activator Mature: Pushes intentionally, urgently & relevantly.

Adaptability Raw: My attention span may be short.

Adaptability Mature: My intense, real-time awareness helps me to respond with immediacy.

Analytical Raw: Constantly questions & is seldom satisfied with answers.

Analytical Mature: Makes meaningful sense of complex realities.

Arranger Raw: I shake things up because I am bored.

Arranger Mature: I manage the dynamic multiplicity of people, process & productivity.

Belief Raw: Moves away from or against those with differing values.

Belief Mature: Moves towards and engages those with differing values.

Command Raw: Resists external authority or control.

Command Mature: Exerts authority and control in situations where they are lacking.

Communication Raw: I get into trouble for not being quiet.

Communication Mature: My words build understanding, relationships & inspiration.

Competition Raw: I despise losing and the people who defeat me.

Competition Mature: I despise losing but respect those who defeat me.

Competition Raw: Feels bad after a loss.

Competition Mature: Remembers bad feeling from a loss and uses it as a source of motivation for doing be

Connectedness Raw: Awareness of spiritual forces and voices.

Connectedness Mature: Submits to spiritual forces and follows spiritual voices.

Consistency Raw: Follows the letter of the law.

Consistency Mature: Follows the spirit of the law.

Consistency Raw: Enjoys unchanging predictable environments.

Consistency Mature: Demands fairness for people & efficiency of performance

Context Raw: My love of yesterday keeps me from moving forward.

Context Mature: My memory insures that the best of the past will be preserved.

Deliberate Raw: Sensitive to the scary, risky nature of the world.

Deliberate Mature: Careful vigilance that protects and prevents.

Deliberative Raw: I am cautious because I scare easily.

Deliberative Mature: I am cautious because I care deeply.

Developer Raw: The key to growth is my investment.

Developer Mature: The key to growth is someone else's potential.

Developer Raw: All potential is equally important.

Developer Mature: Wisely chooses in whom to invests in order to maximize resources.

Discipline Raw: If my world is out of order, I'm a mess.  
 Discipline Mature: When someone's world is a mess, I can help restore the order.

Empathy Raw: Tears express my own sorrow, anger and joy.  
 Empathy Mature: I weep with those who weep and rejoice with those who rejoice

Focus Raw: My concentration causes me to be socially & intellectually isolated.  
 Focus Mature: I am intentional about important priorities.

Futuristic Raw: Uses Imagination to escape the prison of today.  
 Futuristic Mature: Uses imagination to cast a vision of a better tomorrow

Futuristic Raw: Escapes reality by living in a dream world.  
 Futuristic Mature: Creates a better world by transforming dreams into reality.

Harmony Raw: I need peace.  
 Harmony Mature: I bring peace.

Ideation Raw: I am fascinated by a world of fantasy.  
 Ideation Mature: I use my ability to imagine and innovate to make a reality better.

Includer Raw: I dislike segregation.  
 Includer Mature: I promote and facilitate integration.

Individualization Raw: Intrigued by a tree, but oblivious to the forest.  
 Individualization Mature: Helps a tree to stand out within a forest

Input Raw: I collect stuff.  
 Input Mature: I collect stuff that has utility & I share it with those how might benefit from that utility.

Intellection Raw: My need for introspection keeps me from interaction.  
 Intellection Mature: My deep self-reflection is a prelude to deep conversation.

Learner Raw: Curiosity that dissolves into fickle boredom.  
 Learner Mature: Fully explores something new in order to fully explain to someone.

Maximizer Raw: Impatient with weakness & critical of those who are weak.  
 Maximizer Mature: Grateful stewardship of that which is strong.

Positivity Raw: Unhappy people make me unhappy, so I avoid them.  
 Positivity Mature: I make unhappy people happy.

Relator Raw: Most comfortable with one's friends.  
 Relator Mature: Most able to comfort one's friends.

Responsibility Raw: Feels external pressure to do the right thing.  
 Responsibility Mature: Feels internal pleasure when doing the right thing.

Restorative Raw: Has an eye for what is wrong, but lacks the solution or effort to fix it.  
 Restorative Mature: Sees brokenness and contributes to healing.

Self-Assurance Raw: I may be wrong, but I doubt it.  
 Self-Assurance Mature: A certainty that is open to being made more certain.

Significance Raw: I feel good when I am seen & heard.  
 Significance Mature: I do good when my face & voice gain attention for the cause.

Strategic Raw: The pursuit of the best path delays the start of the journey.  
 Strategic Mature: Broad consideration, rapid elimination, real initiation.

Woo Raw: Social courage without reason or cause.  
 Woo Mature: Intentional social initiative that builds a supportive social infrastructure

productive.  
productive.

better next time.