

TALENT THEMES: Balcony and Basement

Achiever

Balcony: tireless, strong work ethic, leads by example, go-getter, hungry
Basement: unbalanced, brown-noser, overcommitted, can't say no, burning the candle at both ends, too concentrated on work

Activator

Balcony: self-starter, fire-starter, energy source, fearless
Basement: ready-fire-aim, loose cannon, speak before you think, in left field (because others haven't caught up)

Adaptability

Balcony: flexible, comfortable in times of change, easy to get along with, go with the flow
Basement: directionless, indecisive, sheep, inconclusive, whimsical

Analytical

Balcony: well thought out, logical, deep, thorough, comfortable with numbers, figures, and charts, smart
Basement: rude, short, tough, never-satisfied with the answer, too many questions

Arranger

Balcony: flexible, organizer, juggler, aligning and realigning tasks to find the most productive configuration possible, efficient, conductor
Basement: lack of structure, too flexible, don't follow the existing rules or procedures, constantly changing priorities, lack of vision

Belief

Balcony: passionate, steadfast, know where they stand, altruistic, family-oriented, ethical, responsible
Basement: stubborn, set in their ways, elitist, unaccepting of other ideas, opinionated, goody-two-shoes

Command

Balcony: charisma, direct, driven, inspirational, easy to follow, clear, concise
Basement: bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn

Communication

Balcony: storyteller, great presence, easy to talk to, energizer, entertaining, charismatic
Basement: blabbermouth, poor listener, self-absorbed, show-off, always needs attention

Competition

Balcony: driven, motivated, number one, measurement-oriented, winner
Basement: sore loser, not a team player, puts down others, self-centered, confrontational

Connectedness

Balcony: spiritual, "doesn't sweat the small stuff", strong faith, always looking at the big picture, helps others see purpose
Basement: passive, naïve, too idealistic, wishy-washy

Consistency

Balcony: just, problem-solver, policy maker
Basement: "by the book", inflexible, unwilling to customize/individualize

Context

Balcony: has a robust historical frame of reference, learns lessons from the past, knows how things came to be, can leverage knowledge of the past
Basement: slow to move and react to change, closed-minded, lives in the past

Deliberative

Balcony: good judgment, identifies risk, makes solid decisions, can plan for the unexpected
Basement: standoffish, aloof, cautious, slow, introverted, afraid to act

Developer

Balcony: grows talent in others, teacher, coach, enjoys helping others succeed, invests in others
Basement: not an individual contributor, wastes time on low-potential people, spectator

Discipline

Balcony: high productivity and accuracy b/c of ability to structure, breaks down complex into steps, great planners, promotes efficiency
Basement: overbearing, rigid, mechanized, can't handle change

Empathy

Balcony: creates trust, brings healing, knows just what to say/do, customizes approach to others
Basement: "soft", moody, over-involved

Focus

Balcony: point person, disciplined, purposeful, laser-like precision, identifies important areas quickly, goal setter and goal getter
Basement: absorbed, tough to relax, intense, stressed

Futuristic

Balcony: imaginative, creative, visionary, even prophetic, inspiring
 Basement: dreamer, "Fantasy Island", out in left field, lacks pragmatism

Harmony

Balcony: negotiator, can see both sides of a situation, great at asking questions, able to arrive at consensus, great facilitator
 Basement: weak, indecisive, non-confrontational, avoids conflict

Ideation

Balcony: improves on the existing, learns quickly, agile mind
 Basement: serendipitous, lacks follow-through, creates more work

Includer

Balcony: invites others in, caring, engages others, sensitive, takes up for others
 Basement: indiscriminate, unable to decide, generous to a fault

Individualization

Balcony: sees the uniqueness in all individuals, intuitively knows that "one size doesn't fit all," appreciates the differences in others
 Basement: unable to synthesize when it comes to people, has difficulty placing group above individual, difficulty in making people decisions

Input

Balcony: great resource, knowledgeable, excellent memory, mind for detail, collects interesting things, excellent conversationalist
 Basement: knows a lot of worthless information, packrat, cluttered house-cluttered mind, boring conversationalist

Intellection

Balcony: excellent thinker, enjoys musing, capable of deep and philosophical thought, able to work alone
 Basement: a loner, slow to act or wastes time thinking too much, isolated, doesn't work well with others

Learner

Balcony: always learning, catches on quickly, interested in many things, finds life intriguing
 Basement: a know it all, lacks focus on results, learns a lot - produces little, bookish

Maximizer

Balcony: mastery, success, excellence, working with the best
 Basement: perfectionist, picky, never good enough, always reworking

Positivity

Balcony: enthusiastic, lighthearted, energetic, generous with praise, optimistic
Basement: insincere, naïve, superficial, Polly Anna

Relator

Balcony: caring, trusting, a great friend, forgiving, generous
Basement: lives in a clique, crony, has an inner circle, plays favorites

Responsibility

Balcony: committed, accountable, independent, trusted, conscientious
Basement: micro-manager, obsessive, can't say "no", take on more than you can chew

Restorative

Balcony: problem solver, troubleshooter, finds improvements and solutions
Basement: focuses on weaknesses, punitive, negative, critical

Self-Assurance

Balcony: self-confident, strong inner compass, risk-taker
Basement: arrogant, self-righteous, over confident, stubborn

Significance

Balcony: seeks outstanding performance, does things of importance, independent
Basement: recognition hungry, self-focused, needy

Strategic

Balcony: anticipates alternatives, intuitive, sees different paths
Basement: jumps to quick decisions, difficult to understand their thinking, closed-minded

Woo

Balcony: outgoing, people-oriented, networked, rapport-builder
Basement: fake, shallow, does not care about deep relationships