

STRENGTHS THEME DYNAMICS

Achieving excellence isn't easy. Most strengths are rooted in not just one talent, but two, three, or even more. Considering the dynamics that exist between and among your themes is key to maximizing your talents and gaining insights into the contribution you can make.

Case Study: Emily

For instance, one of Emily's strongest talent themes is Achiever. She has an internal fire burning. It pushes her to do more, to achieve more. She also has strong Learner talents. She is eager to learn new skills that will make her more effective in her pursuits. So, we might speculate that this person has learned to harness the power of the software she uses to support her productivity. And if she has Strategic, she is always interested in knowing all the options the software provides so she can use the best features for each particular task.

Do you see how her themes begin to interact and overlap, allowing her to contribute her best to her role?

This interaction is called "theme dynamics."

Think about two of your top five themes. Consider what theme dynamics exist because the two are part of your top five.

Theme Dynamics: Write down 2 of your top 5 themes. What dynamic does this combination create?

Examples:

Achiever (theme)	+	Learner (theme)	=	I consider learning something new that helps me get more done, faster, to be a great achievement. So when I get to attend a class that teaches a new skill, it's a great day. (Describe the dynamic)
Learner (theme)	+	Individualization (theme)	=	I love to learn about what makes people tick. (Describe the dynamic)
Focus (theme)	+	Maximizer (theme)	=	I need to be able to focus on projects that I can help make extraordinary. (Describe the dynamic)
Arranger (theme)	+	Achiever (theme)	=	Even though I may have lots of projects going on on any given day, I have to be able to complete some, so I can check them off. (Describe the dynamic)

Your Turn:

(theme) + (theme) = (Describe the dynamic)

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