



Raw vs. Mature Talent Themes

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Raw talent: uninformed, inexperienced, tends to be more self-oriented & is often unproductive
Mature talent: well-informed, more practiced, tends to be other-oriented & highly productive

Achiever Raw: I must keep busy doing anything.
Achiever Mature: I must produce needed results.

Activator Raw: I push impulsively, impatiently & indiscriminately.
Activator Mature: I push 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: I constantly question & am seldom satisfied with answers.
Analytical Mature: I make 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: I move away from or against those with differing values.
Belief Mature: I move toward & engage those with differing values.

Command Raw: I resist external authority or control.
Command Mature: I exert authority & 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 & the people who defeat me.
Competition Mature: I despise losing but respect those who defeat me.
Competition Raw: I feel bad after a loss.
Competition Mature: I remember the bad feeling from a loss & use it as a source of motivation for doing better.

Connectedness Raw: I have awareness of spiritual forces & interconnections.
Connectedness Mature: I am led by spiritual wisdom & interconnections in my work & life.

Consistency Raw: I follow the letter of the law.
Consistency Mature: I follow the spirit of the law.

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.

Deliberative Raw: I am sensitive to the scary, risky nature of the world.
Deliberative Mature: I possess careful vigilance that protects & 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: I wisely choose in whom to invest 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 & joy.
Empathy Mature: I weep with those who weep & 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: I use imagination to escape the prison of today.
Futuristic Mature: I use imagination to cast a vision of a better tomorrow.
Futuristic Raw: I escape reality by living in a dream world.
Futuristic Mature: I create a better world by transforming dreams into reality.

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

Ideation Raw: I am overwhelmed by a world of infinite possibilities.
Ideation Mature: I use my ability to imagine & innovate to make a reality better.

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

Individualization Raw: I am intrigued by a tree, but oblivious to the forest.
Individualization Mature: I help a tree to stand out within a forest.

Input Raw: I collect tangible and/or intangible stuff.

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

Intellection Raw: My need for introspection keeps me from interaction.

Intellection Mature: My deep self-reflection is a prelude to deep conversation.

Learner Raw: I have curiosity that dissolves into fickle boredom.

Learner Mature: I fully explore something new in order to fully explain to someone.

Maximizer Raw: I am impatient with weakness & critical of those who are weak.

Maximizer Mature: I possess a grateful stewardship for that which is strong.

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

Positivity Mature: I make unhappy people happy.

Relator Raw: I am most comfortable with my friends.

Relator Mature: I am most able to comfort my friends.

Responsibility Raw: I feel external pressure to do the right thing.

Responsibility Mature: I feel internal pleasure when doing the right thing.

Restorative Raw: I have an eye for what is wrong, but lack the solution or effort to fix it.

Restorative Mature: I see brokenness & contribute to healing.

Self-Assurance Raw: I may be wrong, but I doubt it.

Self-Assurance Mature: I am open to my certainty 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: My pursuit of the best path delays the start of the journey.

Strategic Mature: I give broad consideration, rapid elimination, real initiation.

Woo Raw: I possess social courage without reason or cause.

Woo Mature: I am intentional in my social initiatives & build a supportive social infrastructure.