Your Signature Themes

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Many years of research conducted by The Gallup Organization suggest that the most effective people are those who understand their strengths and behaviors. These people are best able to develop strategies to meet and exceed the demands of their daily lives, their careers, and their families.

A review of the knowledge and skills you have acquired can provide a basic sense of your abilities, but an awareness and understanding of your natural talents will provide true insight into the core reasons behind your consistent successes.

Your Signature Themes report presents your five most dominant themes of talent, in the rank order revealed by your responses to StrengthsFinder. Of the 34 themes measured, these are your "top five."

Your Signature Themes are very important in maximizing the talents that lead to your successes. By focusing on your Signature Themes, separately and in combination, you can identify your talents, build them into strengths, and enjoy personal and career success through consistent, near-perfect performance.

Harmony

You look for areas of agreement. In your view there is little to be gained from conflict and friction, so you seek to hold them to a minimum. When you know that the people around you hold differing views, you try to find the common ground. You try to steer them away from confrontation and toward harmony. In fact, harmony is one of your guiding values. You can’t quite believe how much time is wasted by people trying to impose their views on others. Wouldn’t we all be more productive if we kept our opinions in check and instead looked for consensus and support? You believe we would, and you live by that belief. When others are sounding off about their goals, their claims, and their fervently held opinions, you hold your peace. When others strike out in a direction, you will willingly, in the service of harmony, modify your own objectives to merge with theirs (as long as their basic values do not clash with yours). When others start to argue about their pet theory or concept, you steer clear of the debate, preferring to talk about practical, down-to-earth matters on which you can all agree. In your view we are all in the same boat, and we need this boat to get where we are going. It is a good boat. There is no need to rock it just to show that you can.

Includer

“Stretch the circle wider.” This is the philosophy around which you orient your life. You want to include people and make them feel part of the group. In direct contrast to those who are drawn only to exclusive groups, you actively avoid those groups that exclude others. You want to expand the group
so that as many people as possible can benefit from its support. You hate the sight of someone on the
outside looking in. You want to draw them in so that they can feel the warmth of the group. You are an
instinctively accepting person. Regardless of race or sex or nationality or personality or faith, you cast
few judgments. Judgments can hurt a person’s feelings. Why do that if you don’t have to? Your
accepting nature does not necessarily rest on a belief that each of us is different and that one should
respect these differences. Rather, it rests on your conviction that fundamentally we are all the same.
We are all equally important. Thus, no one should be ignored. Each of us should be included. It is the
least we all deserve.

**Consistency**

Balance is important to you. You are keenly aware of the need to treat people the same, no matter
what their station in life, so you do not want to see the scales tipped too far in any one person’s favor.
In your view this leads to selfishness and individualism. It leads to a world where some people gain an
unfair advantage because of their connections or their background or their greasing of the wheels.
This is truly offensive to you. You see yourself as a guardian against it. In direct contrast to this world
of special favors, you believe that people function best in a consistent environment where the rules
are clear and are applied to everyone equally. This is an environment where people know what is
expected. It is predictable and evenhanded. It is fair. Here each person has an even chance to show
his or her worth.

**Developer**

You see the potential in others. Very often, in fact, potential is all you see. In your view no individual is
fully formed. On the contrary, each individual is a work in progress, alive with possibilities. And you
are drawn toward people for this very reason. When you interact with others, your goal is to help them
experience success. You look for ways to challenge them. You devise interesting experiences that
can stretch them and help them grow. And all the while you are on the lookout for the signs of
growth—a new behavior learned or modified, a slight improvement in a skill, a glimpse of excellence
or of “flow” where previously there were only halting steps. For you these small increments—invisible
to some—are clear signs of potential being realized. These signs of growth in others are your fuel.
They bring you strength and satisfaction. Over time many will seek you out for help and
encouragement because on some level they know that your helpfulness is both genuine and fulfilling
to you.

**Discipline**

Your world needs to be predictable. It needs to be ordered and planned. So you instinctively impose
structure on your world. You set up routines. You focus on timelines and deadlines. You break long-
term projects into a series of specific short-term plans, and you work through each plan diligently. You
are not necessarily neat and clean, but you do need precision. Faced with the inherent messiness of
life, you want to feel in control. The routines, the timelines, the structure, all of these help create this
feeling of control. Lacking this theme of Discipline, others may sometimes resent your need for order,
but there need not be conflict. You must understand that not everyone feels your urge for
predictability; they have other ways of getting things done. Likewise, you can help them understand
and even appreciate your need for structure. Your dislike of surprises, your impatience with errors, your routines, and your detail orientation don’t need to be misinterpreted as controlling behaviors that box people in. Rather, these behaviors can be understood as your instinctive method for maintaining your progress and your productivity in the face of life’s many distractions.