

# Key Partner-Up Opportunities for Every Strength

by Dr. Scott Gostchock and Peter Wolfgramm

| <b>Strength</b>                                    | <b>Description</b>  | <b>Key Partner-Up Opportunities</b>  |
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| <b>Achiever</b><br>(Driving)                       | Hard working, great deal of stamina, immense satisfaction in being busy and productive                              | 1) <b>Strategic</b> can help Achievers prioritize what needs to be done.<br>2) <b>Responsibility</b> amps up Achiever to accomplish even more.   |
| <b>Activator</b><br>(Traction)                     | Make things happen by turning thoughts into action, want to do rather than talk about it                            | 1) Any <b>Driving Strengths</b> are good partners because they will help Activators finish what they start.<br>2) <b>Deliberative</b> can help Activators identify and avoid risks.  |
| <b>Adaptability</b><br>(Lifestyle)                 | Feel comfortable going with the flow, like to discover the future one day at a time                                 | <b>Discipline</b> can provide structure and routine for Adaptability when needed.  |
| <b>Analytical</b><br>(Seeing)<br>(Problem Solving) | Search for reasons and causes, ability to think through all the factors of a situation                              | <b>Strategic</b> can help answer the question “Why?”   |
| <b>Arranger</b><br>(Problem Solving)               | Organized according to their own system, like to determine how all the pieces fit together for maximum productivity | <b>Learner</b> multiplies Arranger’s ability to handle numerous tasks.   |
| <b>Belief</b><br>(Lifestyle)                       | Have certain core values that are unchanging that define their purpose for life                                     | <b>Connectedness</b> adds a broader perspective for Belief.  |
| <b>Command</b><br>(Traction)                       | Have an impressive presence, can take control of a situation and make decisions                                     | 1) <b>Deliberative</b> can help Command identify and avoid risks.<br>2) <b>Harmony</b> will help to ensure that people are walking with and on the same page as Command.<br>3) <b>Includer</b> can make sure people are engaged and not left behind.<br>4) Any <b>Interpersonal Strength</b> will help safeguard that people are not steamrolled by Command. |
| <b>*Communication</b><br>(Wild Card)               | Find it easy to put thoughts into words, good conversationalists and presenters                                     | <b>Woo</b> creates ultimate networking/influencing combination.  |
| <b>Competition</b><br>(Driving)                    | Measure progress against the performance of others, strive to win, revel in contests                                | 1) <b>Harmony</b> makes sure that the team is working together to win.<br>2) <b>Includer</b> ensures that people are not being excluded for the sake of winning.   |
| <b>Connectedness</b><br>(Seeing)                   | Have faith in the links between all things, believe there are few coincidences and that everything has meaning      | 1) <b>Context</b> provides historical perspective to influence the big-picture viewpoint.<br>2) <b>Belief</b> provides a pin-point perspective of the big picture.   |

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| <b>Consistency</b><br>(Lifestyle)                       | Treat people the same by setting up clear rules and adhering to them                    | <b>Individualization</b> assists Consistency in meeting the unique needs of people and situations.   |
| <b>Context</b><br>(Seeing)                              | Enjoy thinking about the past, understand the present by researching its history        | <b>Futuristic</b> broadens the perspective to allow Context to see future implications clearly.  |
| <b>Deliberative</b><br>(Seeing)<br>(Problem Solving)    | Take serious care in making decisions and choices, good at anticipating obstacles       | 1) <b>Activator and Command</b> will help Deliberative to get solutions started.<br>2) <b>Learner</b> will accelerate the Deliberative process.  |
| <b>Developer</b><br>(Interpersonal)                     | Recognize and cultivate the potential in others, derive satisfaction in small progress  | <b>Maximizer</b> will help Developers to realize the full potential of individuals they are serving.   |
| <b>Discipline</b><br>(Lifestyle)                        | Enjoy routine and structure, their world is best described by the order they create     | 1) <b>Adaptability</b> will help make sure that Discipline does not become stubborn and/or rigid.<br>2) <b>Arranger</b> can help Discipline have flexibility and manage multi-level and multi-tasking situations.  |
| <b>Empathy</b><br>(Interpersonal)                       | Can sense other people's feelings by imagining themselves in other's situations         | 1) <b>Restorative</b> will help Empathy to find solutions for feelings and emotions taking place.<br>2) <b>Harmony</b> will allow Empathy to understand the impetus behind the feelings.   |
| <b>Focus</b><br>(Traction)                              | Take a direction, follow through, and stay on track; prioritize then act                | <b>Strategic</b> will help Focus prioritize why and when to start.   |
| <b>Futuristic</b><br>(Seeing)                           | Inspired by what could be, energize others with their vision of the future              | 1) <b>Analytical</b> helps Futuristic get to the goal by seeing one day at a time.<br>2) <b>Strategic</b> helps Futuristic get to the goal by seeing one year at a time.<br>3) <b>Context</b> allows Futuristic to see the past as they plan the future. |
| <b>Harmony</b><br>(Lifestyle)                           | Look for consensus, don't enjoy conflict, would rather seek areas of agreement          | 1) <b>Learner</b> encourages Harmony to move past perceived risks when addressing conflict.<br>2) <b>Self-Assurance</b> can help Harmony to feel confident in addressing conflicted situations.  |
| <b>Ideation</b><br>(Seeing)<br>(Problem Identification) | Fascinated by ideas, able to find connections between different ideas                   | 1) <b>Focus</b> will help concentrate ideas towards implementation.<br>2) <b>Strategic</b> will help evaluate and prioritize ideas.<br>3) <b>Restorative</b> will help provide solutions to identified issues.   |
| <b>Includer</b><br>(Interpersonal)                      | Accepting of others, aware of those who are left out and make an effort to include them | <b>Woo</b> can network with many people for Includers to engage with the right people and activities.  |

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| <b>Individualization</b><br>(Interpersonal)      | Intrigued by the unique qualities of people, figure out how different people can work together | <b>Consistency</b> will help ensure that Individualization is used appropriately with people in similar circumstances.  |
| <b>Input</b><br>(Problem Solving)                | Have a craving to know more, like to collect and archive all kinds of information              | 1) <b>Learner</b> can take any identified topic and add depth by delving into it.<br>2) <b>Communication</b> helps to relay information to others in an effective way.  |
| <b>Intellection</b><br>(Problem Identification)  | Mind is always working, introspective and appreciate intelligent discussions                   | 1) <b>Restorative</b> will put quick solution into place for identified issue.<br>2) Any <b>Traction Strength</b> will help Intellection move identified issue into problem solving mode.<br>3) <b>Self-Assurance</b> will provide confidence that identified issue is correct.   |
| <b>*Learner</b><br>(Wild Card)                   | Have a great desire to learn, want to continuously improve, excited by the learning process    | 1) <b>Input</b> helps Learner expand knowledge base and broadens perspective.<br>2) <b>Arranger</b> expands the spectrum of Learners ability to go deep into numerous areas.  |
| <b>Maximizer</b><br>(Driving)<br>(Interpersonal) | Seek to transform something good into something superb, strong focus on excellence             | 1) <b>Developer</b> helps by cultivating progress of individuals to the point where Maximizers can take them to the peak level of performance.<br>2) <b>Competition</b> will help broaden subject areas of Maximizers.  |
| <b>Positivity</b><br>(Lifestyle)                 | Have contagious enthusiasm, always upbeat and can get others excited                           | 1) <b>Woo</b> amplifies the impact of Positivity to wide audiences.<br>2) <b>Communication</b> helps Positivity share the message in a clear, concise, and meaningful fashion.  |
| <b>Relator</b><br>(Interpersonal)                | Enjoy close relationships with others, appreciate working with friends to achieve a goal       | 1) <b>Woo</b> widens the circle of individuals for Relator to develop enduring relationships.<br>2) <b>Includer</b> will help Relators identify people to engage in the use of their strengths.<br>3) <b>Harmony</b> will assist Relator to involve a broader spectrum of personnel in regards to mission, values, and service. |
| <b>Responsibility</b><br>(Lifestyle)             | Takes ownership of a task, will follow through on what they promise to do                      | 1) <b>Strategic</b> will prioritize duties and help to say “No” to tasks which should be delegated to others.<br>2) <b>Self-Assurance</b> would provide confidence and alleviate guilt when saying “No” to requested tasks.   |

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| <b>Restorative</b><br>(Problem Solving)                  | Adept at dealing with problems, good at resolving issues                                 | 1) Any <b><u>Problem Identification Strength</u></b> will help identify the real issue to be solved.<br>2) <b><u>Empathy &amp; Developer</u></b> will allow Restorative to fix people problems.<br>3) Any <b><u>Traction Strength</u></b> will aide Restorative’s proposed solution in getting started.   |
| <b>Self-Assurance</b><br>(Driving)                       | Possess high confidence in managing situations and decisions                             | 1) <b><u>Harmony</u></b> will ensure everyone is working together to accomplish a task.<br>2) <b><u>Positivity</u></b> will provide for an upbeat environment no matter what decisions are made.<br>3) <b><u>Connectedness</u></b> will make sure that the proper individuals/groups are engaged in carrying out the duties and accomplishing the task. |
| <b>Significance</b><br>(Driving)                         | Highly independent, strive to be important and recognized by others                      | <b><u>Self-Assurance</u></b> will provide confidence in Significance’s ideas resulting in greater impact in whatever decisions are made.  |
| <b>Strategic</b><br>(Seeing)<br>(Problem Identification) | Can quickly spot relevant patterns and issues, can create alternative ways to proceed    | 1) <b><u>Futuristic</u></b> helps to see long-term goals clearly.<br>2) <b><u>Analytical</u></b> fills in the day-to-day micro-details needed to achieve the vision.<br>3) <b><u>Restorative</u></b> puts together quick solutions to identified issues.  |
| <b>Woo</b><br>(Interpersonal)                            | Love the challenge of meeting people and winning them over, enjoy making new connections | 1) <b><u>Relator</u></b> helps to take relationships deeper rather than just wider.<br>2) <b><u>Communication</u></b> enables Woo to reach wider audiences more efficiently.  |

\*Communication and Learner are Wild Card Strengths. They enhance and are enhanced by every other strength.