

GALLUP STRENGTHFINDER'S BALCONIES AND BASEMENTS

Achiever

People strong in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

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

People strong in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

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

People strong in the Adaptability theme prefer to "go with the flow." They tend to be "now" people who take things as they come and discover the future one day at a time.

Balcony: flexible, comfortable in times of change, easy to get along with, go with the flow

Basement: directionless, indecisive, sheep, inconclusive, whimsical

Analytical

People strong in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

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

People strong in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.

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

People strong in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.

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

People strong in the Command theme have presence. They can take control of a situation and make decisions.

Balcony: charisma, direct, driven, inspirational, easy to follow, clear, concise

Basement: bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn

Communication

People strong in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

Balcony: storyteller, great presence, easy to talk to, energizer, entertaining, charismatic

Basement: blabbermouth, poor listener, self-absorbed, show-off, always needs attention

Competition

People strong in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.

Balcony: driven, motivated, number one, measurement-oriented, winner

Basement: sore loser, not a team player, puts down others, self-centered, confrontational

Connectedness

People strong in the Connectedness theme have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.

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

People strong in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear rules and adhering to them.

Balcony: just, problem-solver, policy maker

Basement: "by the book", inflexible, unwilling to customize/individualize

Context

People strong in the Context theme enjoy thinking about the past. They understand the present by researching its history.

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

People strong in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

Balcony: good judgment, identifies risk, makes solid decisions, can plan for the unexpected

Basement: standoffish, aloof, cautious, slow, introverted, afraid to act

Developer

People strong in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

Balcony: grows talent in others, teacher, coach, enjoys helping others succeed, invests in others

Basement: can lose sight of the required goal

Discipline

People strong in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

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

People strong in the Empathy theme can sense the feelings of other people by imagining themselves in others' lives or others' situations.

Balcony: creates trust, brings healing, knows just what to say/do, customizes approach to others

Basement: "soft", moody, over-involved

Focus

People strong in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.

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

People strong in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.

Balcony: imaginative, creative, visionary, even prophetic, inspiring

Basement: dreamer, "Fantasy Island", out in left field, lacks pragmatism

Harmony

People strong in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

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

People strong in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

Balcony: improves on the existing, learns quickly, agile mind

Basement: serendipitous, lacks follow-through, creates more work

Includer

People strong in the Includer theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

Balcony: invites others in, caring, engages others, sensitive, takes up for others

Basement: indiscriminate, unable to decide, generous to a fault

Individualization

People strong in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.

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

People strong in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.

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

People strong in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

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

People strong in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

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

People strong in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

Balcony: mastery, success, excellence, working with the best

Basement: perfectionist, picky, never good enough, always reworking

Positivity

People strong in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

Balcony: enthusiastic, lighthearted, energetic, generous with praise, optimistic

Basement: insincere, naïve, superficial, Polly Anna

Relator

People who are strong in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

Balcony: caring, trusting, a great friend, forgiving, generous

Basement: lives in a clique, crony, has an inner circle, plays favorites

Responsibility

People strong in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

Balcony: committed, accountable, independent, trusted, conscientious

Basement: micro-manager, obsessive, can't say "no", take on more than you can chew

Restorative

People strong in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

Balcony: problem solver, troubleshooter, finds improvements and solutions

Basement: focuses on weaknesses, punitive, negative, critical

Self-Assurance

People strong in the Self-assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

Balcony: self-confident, strong inner compass, risk-taker

Basement: arrogant, self-righteous, over confident, stubborn

Significance

People strong in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized.

Balcony: seeks outstanding performance, does things of importance, independent

Basement: recognition hungry, self-focused, needy

Strategic

People strong in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

Balcony: anticipates alternatives, intuitive, sees different paths

Basement: jumps to quick decisions, difficult to understand their thinking, closed-minded

Woo

People strong in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with another person.

Balcony: outgoing, people-oriented, networked, rapport-builder

Basement: fake, shallow, does not care about deep relationships

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