



Analytical[®]

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

I am (<i>being</i>)	>	logical and objective in approach
I will (<i>doing</i>)	>	find simplicity in the midst of complexity
I bring (<i>contribution</i>)	>	dispassionate thinking to emotional issues
I need (<i>requirement</i>)	>	time to think
I love (<i>value</i>)	>	data and facts
I hate (<i>value</i>)	>	things that are not or cannot be proven
Metaphor/Image	>	a reduction — boiling down to essence
Barrier Label	>	paralysis by analysis

THEME CONTRAST:

Analytical:	My head guides me.
Empathy:	My heart guides me.

Analytical:	Truth is objective and must be measured.
Connectedness:	Truth is spiritual and may be invisible.



Context[®]

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

I am (<i>being</i>)	>	appreciative of my predecessors and prior events
I will (<i>doing</i>)	>	remember important history
I bring (<i>contribution</i>)	>	accurate memories and valuable memorabilia
I need (<i>requirement</i>)	>	relevant background for discussions/decisions
I love (<i>value</i>)	>	the retrospective
I hate (<i>value</i>)	>	when the past is forgotten
Metaphor/Image	>	rearview mirror — essential for safe driving
Barrier Label	>	stuck in the past

THEME CONTRAST:

Context:	I naturally remember and revere what has been.
Futuristic:	I naturally anticipate and imagine what could or should be.
Context:	I can proceed when I understand the history.
Focus:	I can proceed when the goal is clear.



Futuristic[®]

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

I am (<i>being</i>)	>	fascinated with tomorrow
I will (<i>doing</i>)	>	anticipate and imagine what could or should be
I bring (<i>contribution</i>)	>	previews, predictions, forecasts
I need (<i>requirement</i>)	>	opportunities to talk about the foreseen future
I love (<i>value</i>)	>	the inspiration that comes from dreaming
I hate (<i>value</i>)	>	contentment with the status quo
Metaphor/Image	>	visionary
Barrier Label	>	head in the clouds

THEME CONTRAST:

Futuristic:	I'm so preoccupied with tomorrow that I'm not ready for today.
Adaptability:	I'm so occupied with today that I'm not ready for tomorrow.

Futuristic:	I can see a better world.
Strategic:	I can see the route that will take us to a better world.



Ideation[®]

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

I am (<i>being</i>)	>	unaffected by the ambiguity and risk of innovation
I will (<i>doing</i>)	>	think outside the box
I bring (<i>contribution</i>)	>	new and fresh perspectives
I need (<i>requirement</i>)	>	freedom to explore possibilities without restraints or limits
I love (<i>value</i>)	>	coming up with something brand new
I hate (<i>value</i>)	>	doing what we have always done
Metaphor/Image	>	creativity of an artist, blank canvas or page, lump of clay
Barrier Label	>	impractical

THEME CONTRAST:

Ideation:	I open the windows of my mind to increase the possibility of discovery.
Focus:	I close the windows of my mind to decrease the possibility of distraction.

Ideation:	A blue-sky approach of creative innovation is the best way to get a competitive advantage.
Harmony:	The down-to-earth approach of efficient collaboration is the best way to get a competitive advantage.



Input[®]

People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.

I am (<i>being</i>)	>	utilitarian resource collector
I will (<i>doing</i>)	>	hang on to things that could be helpful resources for others
I bring (<i>contribution</i>)	>	tangible tools that can facilitate growth and performance
I need (<i>requirement</i>)	>	space to store the resources I naturally acquire
I love (<i>value</i>)	>	to provide relevant and tangible help
I hate (<i>value</i>)	>	not having things that would be useful to others
Metaphor/Image	>	sponge — absorbent (input) dispenser (output)
Barrier Label	>	packrat with too much lying around

THEME CONTRAST:

Input:	I love to collect things that are potentially helpful.
Learner:	I love the process of learning.
Input:	I help people by sharing tangible tools I have acquired.
Ideation:	I help people by sharing creative ideas I have conceived.



Intellection®

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

I am (<i>being</i>)	>	conceptual, deep, solitary
I will (<i>doing</i>)	>	see thinking as synonymous with doing
I bring (<i>contribution</i>)	>	depth of understanding and wisdom
I need (<i>requirement</i>)	>	time for reflection and meditation
I love (<i>value</i>)	>	the theoretical because it is the precursor to the practical
I hate (<i>value</i>)	>	a thoughtless approach to anything
Metaphor/Image	>	drilling deep, plumbing the depths
Barrier Label	>	isolated and aloof

THEME CONTRAST:

Intellection:	An inquiring approach to growth and learning.
Input:	An acquiring approach to growth and learning.

Intellection:	Thinks about concepts that need to be understood.
Restorative:	Thinks about problems that need to be solved.



Learner[®]

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

I am (<i>being</i>)	>	one who enjoys the experience of being a learner
I will (<i>doing</i>)	>	follow the things that interest me
I bring (<i>contribution</i>)	>	a learning perspective
I need (<i>requirement</i>)	>	exposure to new information and experiences
I love (<i>value</i>)	>	to live on the frontier/the cutting edge
I hate (<i>value</i>)	>	knowing it all and know-it-alls
Metaphor/Image	>	yes to learning curves, no to learning plateaus
Barrier Label	>	curiosity may lead to irrelevance or non-productivity

THEME CONTRAST:

Learner:	My interests guide my intentions.
Focus:	My intentions guide my interests.

Learner:	I am always interested in learning something new.
Woo:	I am always interested in meeting someone new.



Strategic[®]

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

I am (<i>being</i>)	>	willing to consider all the possibilities so the best isn't missed
I will (<i>doing</i>)	>	find the best route moving forward
I bring (<i>contribution</i>)	>	creative anticipation, imagination, persistence
I need (<i>requirement</i>)	>	freedom to make mid-course corrections
I love (<i>value</i>)	>	seeing a way when others assume there is no way
I hate (<i>value</i>)	>	doing things the way we have always done them
Metaphor/Image	>	great peripheral vision — can see the whole field
Barrier Label	>	always has to try something different

THEME CONTRAST:

Strategic:	Natural evaluator of possibilities.
Analytical:	Natural evaluator of realities.

Strategic:	Considers alternative routes.
Focus:	Concentrates on a singular destination.