

# Theme Contributions and Needs

## Andrea Weinfurter

	<b>I Bring</b> This is what I can contribute (The value I add)	<b>I Need</b> This is what I need (My Energizers)
Strategic	<p>An ability to recognize patterns of data and determine the best way to proceed. Flexibility to find an alternative way forward. A creative anticipation of what may happen. A willingness to consider all of the possibilities.</p>	<p>Opportunities to see the big picture and play out alternative scenarios. Freedom to make mid-course corrections. Challenges to navigate through. Ownership to set the direction.</p>
Connectedness	<p>A big picture perspective. An integration of parts into wholes. A considerate, caring and accepting approach. A desire to be a part of something bigger than myself. An appreciation of the mystery and wonder of life and all creation.</p>	<p>Opportunities to build bridges between people and groups. Recognition of being part of something bigger than myself: a family, a team, an organization, a global community. The freedom to make a greater contribution to projects, organizations, and causes.</p>
Activator	<p>The spark to get things started. A catalytic sense of urgency. Energy and instant momentum to projects and groups. Endless energy to get things done. Courage to take risks.</p>	<p>Less discussion, more action. Opportunities to turn ideas into action. Freedom to make decisions and execute. Pointers to head in the right direction. Space to learn through experience.</p>
Individualization	<p>An understanding of people that is valuable for placement. A perception of the talents in others. A tailored approach for each person. A way to easily figure out how different people can work together productively. An eye for the uniqueness in people, data or objects.</p>	<p>Flexibility to customize the approach with each individual. Venues to identify and put to use each individual's unique strengths. Freedom to treat each person differently.</p>
Communication	<p>Clarity when presenting to others. A connection with others through words. Attention to messages that must be heard. A means for others to express their thoughts and ideas in captivating ways. The ability to turn events into stories that others want to hear.</p>	<p>To be understood. An audience to engage. Venues to converse with others. Opportunities to fine-tune my messages so they have the most meaningful effect.</p>

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<b>Arranger</b>	<p>Calmness when there are many moving parts. Flexibility, interactivity and resourcefulness. Effective collaboration working with others. An intuitive sense how different people can work together.</p>	<p>A dynamic environment. Opportunities to think on my feet. Responsibility to create and modify the plan. Autonomy to consider and arrange all the variables in the most productive way.</p>
<b>Positivity</b>	<p>Resilience in the face of failure. A contagious energy and enthusiasm that will give any dark cloud a silver lining. A fun-loving spirit that can get others excited.</p>	<p>Interactions with others to share a positive perspective. Chances to encourage others. Freedom to experience the joy and drama of life. Opportunities to celebrate the success of others.</p>
<b>Empathy</b>	<p>Emotional Intelligence. Emotional comfort and stability. Emotional depth to relationships. An awareness of the needs, unvoiced questions and emotions of others. A view of the world through the eyes of others. The right words to help others express their feelings.</p>	<p>Meaningful relationships. Freedom to express my feelings. A value for emotional language Opportunities to make decisions based on intuition.</p>
<b>Relator</b>	<p>Social depth and transparency. Informality that sets others at ease. Solid, genuine, and mutually rewarding relationships that foster trust. An ability to work hard with friends to achieve goals.</p>	<p>Opportunities for one on one interactions. Time to learn about the goals of others. Outlets to learn about the talents and strengths of those around me. Opportunities to form meaningful, close relationships with colleagues. People to be valued over processes.</p>
<b>Achiever</b>	<p>Pace: I can be a pacesetter. Diligence and follow-through. Hard work, intensity &amp; stamina. A willingness to go the extra mile. A goal driven, focus on completion. A clarification of goals, targets and measures of success.</p>	<p>Goals to accomplish. Work: I need to be busy. A clear measurement of success. Someone to occasionally help me push "pause". Recognition of my hard work and let me celebrate. Others to be hard working.</p>