

Theme Contributions and Needs

Caroline Dotts

	I Bring This is what I can contribute (The value I add)	I Need This is what I need (My Energizers)
Positivity	<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>
Woo	<p>A warmth to conversations. Energy to social situations. A wide network of contacts. A welcoming feel for newcomers. The ability to connect with others. An ease with meeting new people.</p>	<p>Social interactions and variability. Opportunities to meet new people. People to draw into conversations.</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>
Includer	<p>A fundamental conviction that all people are equally important. A keen awareness of those left out and the ability to make an effort to include them. A level of tolerance and acceptance of diversity. An awareness of who should be involved in a decision or project.</p>	<p>Room for everyone. Opportunities to bring diverse groups of people together. Roles that include working with others. An environment built on respect for each individual.</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>

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Maximizer	<p>A quality orientation. An eye for improvement. A commitment to excellence. A desire for the best outcome. A focus on strengths in self and others.</p>	<p>A measure of excellence. Opportunities to exceed the standards. Quality to be valued as much as quantity. Opportunities to focus on what I do best every day.</p>
Input	<p>Tangible tools or information that can facilitate growth and performance. A natural curiosity and craving for more. A vast collection of all kinds of information or things.</p>	<p>Freedom to discover more. Opportunities to be well-informed. Time to read, research and explore. Space to store the resources acquired. Opportunities to share information; writing, conversations, quizzes.</p>
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>
Developer	<p>A desire to help others grow. Patience with the inexperienced. An awareness of improvements in others. A commitment (time and energy) in helping others improve.</p>	<p>Someone to invest in. Interactions with others. Freedom to encourage others' development. Opportunities to recognize and praise others.</p>
Arranger	<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>