

Theme Contributions and Needs

Kristin Meek

	I Bring This is what I can contribute (The value I add)	I Need This is what I need (My Energizers)
Individualization	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.	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.
Relator	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.	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.
Connectedness	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.	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.
Strategic	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.	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.
Activator	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.	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.

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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>
Self-Assurance	<p>Initiative in the midst of uncertainty. A willingness to take necessary risks. The courage to take on something new. A confidence to others "We can do this." An inner compass to know the way forward. A resilience to disappointments and set backs.</p>	<p>Opportunities to make progress. Flexibility to choose the way forward. Clear feedback to help form instincts. Freedom to act unilaterally and independently.</p>
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>
Empathy	<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>
Ideation	<p>A fascination with ideas. Creativity and originality. New and fresh perspectives. Thinking that is outside the box. An ability to find connections between seemingly unrelated ideas.</p>	<p>Variety of work. Creative freedom. Freedom to explore possibilities without restraints or limitations. Opportunities to apply creative ideas.</p>