

Theme Contributions and Needs

Nancy Oberst

	I Bring This is what I can contribute (The value I add)	I Need This is what I need (My Energizers)
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>
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>
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>
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>
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>

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Achiever	<p>Pace: I can be a pacesetter. Diligence and follow-through. Hard work, intensity & 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>
Learner	<p>A more complete picture. An inquisitive mind with a desire to learn and find out more. A curiosity to discover new things. A desire for continuous improvement. Courage when venturing into the unknown.</p>	<p>Room to grow and develop. Ongoing learning opportunities. Times to share or apply the information learned. Exposure to new information, opportunities and experiences. Variety.</p>
Relator	<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>
Futuristic	<p>Previews, predictions and forecasts. A forward looking focus for what could be. An eye for detail in what the future might hold. Inspiration and energy with visions of the future.</p>	<p>Time to think, write and plan for the future. Opportunities to talk about the foreseen future. Occasions to refine my message about the future. Venues to describe the future I imagine, providing details and ideas with others.</p>
Adaptability	<p>Ability to quickly change and respond. A willingness to follow the lead of change. Productivity, even through the unexpected. Calmness in the face of change. A sense of discovery, one choice at a time.</p>	<p>A fluid, ever-changing environment. Freedom to make changes midcourse. Opportunities to respond to the here and now. Pressures that demand an immediate response.</p>