

# Theme Contributions and Needs

## Samantha Kennelly

	<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)
<b>Harmony</b>	<p>Calmness amongst confusion. Balance in one-sided situations. The glue to hold a team together. A practical and pragmatic approach. Conflict reduction by seeking areas of agreement.</p>	<p>Limited conflict and friction. A focus on practical matters with scope to take clear action. Opportunities to help others work together to find common ground. Clarity and confidence in my approach.</p>
<b>Input</b>	<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>
<b>Responsibility</b>	<p>Drive for doing things right. Relationships built on trust. Stable values such as honesty, dependability and loyalty. Ownership to deliver on promises. Conscientiousness and impeccable ethics.</p>	<p>Opportunities to take on new responsibilities. Tasks to do with clear expectations. An environment that values quality. Freedom to take ownership. Others who take their responsibilities seriously.</p>
<b>Maximizer</b>	<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>
<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>

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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>Learner</b>	<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>
<b>Belief</b>	<p>A service orientation. A sense of trustworthiness. Dependability and high ethics. Stability, clarity and conviction. A willingness to make sacrifices for things that are important.</p>	<p>Alignment between my work and my values. A cause or purpose for which to strive. A meaningful place to focus my drive and direction.</p>
<b>Woo</b>	<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>
<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>