

# Theme Contributions and Needs

## Shantae J Edwards

	<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>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>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>Connectedness</b>	<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>
<b>Strategic</b>	<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>
<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>

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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>Individualization</b>	<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>
<b>Intellection</b>	<p>The ability to explain complicated subjects in simple terms. An appetite for thinking and reflection. A depth of understanding and wisdom. Energy and desire to think about areas of interest. Valuable insights that might otherwise be overlooked.</p>	<p>Complex issues to understand. Time for reflection and meditation. Others who will challenge my thinking. Opportunities for intellectual discussions. Occasions to read and analyze information.</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>Analytical</b>	<p>A logical and objective approach. Simplicity in the midst of complexity. Objective thinking to emotional issues. An urge to get to the root of the problem. An ability to think about all of the factors that might affect a situation.</p>	<p>Time to think. Data and facts to prove ideas. Exact, well-researched numbers. Patience as I collect the evidence. Information about all of the factors affecting a decision.</p>