

Gallup's 34 Talents¹

RELATING THEMES

Relating talents explain how someone works with people. They explain who he/she trusts, whom they build relationships with, whom they confront and whom they ignore. Are they drawn to win over strangers, or are they only at ease with their close friends. Do they trust easily, or believe trust should be earned.

Communication — Find it easy to put their thoughts into words. Are good conversationalists. Can listen and present effectively.

Empathy — Can sense the feelings of other people by imagining themselves in others' lives or others' situations.

Harmonizer — Get along with other people. Enjoy talking with their associates. Are earthy and practical in their conversations. Rely on experts so they can make consensus decisions.

Inclusiveness — A tendency to accept all people. Have an empathy or an awareness for people who feel left out. Make efforts to have everybody belong – a strength for developing diversity programs.

Individualization — See the uniqueness of every person. See individuals where other people see groups of people.

Relator — Enjoy close relationship with other individuals. Find deep satisfaction in working hard with friends to achieve a goal.

Responsibility — Take psychological ownership for what they say they will do. Are committed to stable values, such as honesty and loyalty.

¹ Summaries based on the book *Now, Discover Your Strengths* (2001) by Marcus Buckingham and Donald O. Clifton; published by The Free Press, New York, NY.

IMPACTING THEMES

Impacting talents explain how someone influences people. They explain whether he/she prefers to take charge of situations, or make everyone feel good about situations. In their interpersonal relationships, are they driven by intense competition, or by a need to develop others?

Command — Want to be “in charge.” Others may view people high in the Command theme as “pushy,” however, they are often the people whom others expect to call the shots.

Competition — Competitors measure their progress against other people. Like being in contests and when in contests, they strive to be in first place. Competition is an impacting theme because competition is always with other people.

Developer — Take a satisfaction from seeing each increment of growth of individuals. Resonate to seeing other people grow.

Maximizer — A tendency to study the best. Build to make the best better. Focus on strength as a way to promote personal and group achievements. Start with the talents of people.

Positivity — Have a contagious enthusiasm. They are zesty and can get others excited about what they are going to do.

WOO (Winning Others Over) — Crave the approval of other people and work diligently to earn it. Take satisfaction from striking up conversations with strangers, but are different than the relator who wants to know more and more about people.

STRIVING THEMES

Striving talents explain what makes someone work hard. They explain why he gets out of bed every day, why he is motivated to push and push, just that little bit harder. Are they driven by a desire to stand out? Do they want to be seen as competent, or do they want to be liked?

Achiever — Have a great deal of stamina and work hard. Take great satisfaction from being busy and productive.

Activator — Can make things happen by turning thoughts into actions. Are usually self-starters and they initiate action.

Adaptability — Prefer to “go with the flow.” Tend to be “now” people who take things as they come and to discover the future one day at a time.

Belief — Certain core values that are unchanging characterize the Belief theme. Out of these values can emerge a defined purpose for their life – a mission.

Discipline — Spontaneously create routine and structure. They resonate to an orderly world.

Focus — Can take direction, follow through, and make the necessary corrections to stay on track. Prioritize things, then act.

Restorative — A capacity for bringing things back to they original form. A propensity for conflict resolution. Adept at putting their finger on what is wrong.

Self-Assurance — Have an inner compass of control for themselves. Have a capacity for managing their own lives.

Significance — Want to be seen as very significant in the eyes of other people. Their lives are crammed with things they “want,” “crave,” and “like.” They are likely to resonate to recognition.

THINKING THEMES

Thinking talents explain what makes someone work smarter. They explain how he/she thinks, how they weight up alternatives, how they come to decisions. Are they focused, or do they like to leave their options open? Are they disciplined and structured, or do they love surprises? Are they a practical thinker, or do they play strategic “what if?” games in their head?

Analytical — Search for reasons and causes. Have the capacity for thinking about all of the factors that might affect a situation.

Arranger — Can organize, but also have a flexibility that complements their organizing. Have a gift for bringing harmony to people who are working together. Like to figure out how all the pieces and resources can be organized for maximum productivity.

Connectedness — Have faith in extrasensory explanations of phenomena. Believe there are no coincidences; that every event has an explanation. Can feel the fullest sympathy with their surroundings.

Context — Learn by researching and studying what has happened. Love their memories. Use past experience to guide the future.

Deliberative — Careful. Sometimes skeptical. Characterized by “look before you leap.”

Fairness — Have a gift for seeing the sameness in people. Try to treat everyone in the world by having clear rules and treating everyone the same.

Futuristic — Inspired by the future. Can inspire others with their visions for the future.

Ideation — Like free-thinking discussion groups and are good at brainstorming, A ideas makes their day.

Input — A craving to know more. They like to read. They collect and archive all kinds of information. Love adventure and want to continuously improve. In school they may choose the courses that seem to be easy for them.

Intellection — Characterized by intellectual activity – thinking. Love to study, prefer intellectual discussions, especially philosophical discussions.

Learner — A great desire to learn and continuously improve. Like to be challenged by learning opportunities, and enjoy intellectual discussions.

Strategic Thinking — Can see patterns in experience and data. Issues emerge clearly in a given scenario. Study alternative ways to do things and select direction with confidence.