

Talent Themes – Balconies and Basements

How can you chase the balconies and flee the basements?

ACHIEVER	Balcony: tireless, strong work ethic, leads by example, go-getter, hungry Basement: unbalanced, brown-noser, overcommitted, can't say no, burns the candle at both ends, too concentrated on work
ACTIVATOR	Balcony: self-starter, fire-starter, energy source, fearless Basement: ready-fire-aim, loose cannon, speaks before thinking, in left field (because others haven't caught up)
ADAPTABILITY	Balcony: flexible, comfortable in times of change, easy to get along with, goes with the flow Basement: directionless, indecisive, sheep, inconclusive, whimsical
ANALYTICAL	Balcony: thinks things through, smart, logical, deep, thorough, comfortable with numbers, data and charts Basement: rude, short, tough, never satisfied with the answer, asks too many questions
ARRANGER	Balcony: flexible, organiser, juggler, aligns and realigns tasks to find the most productive configuration possible, efficient, conductor Basement: lacks structure, too flexible, doesn't follow the existing rules or procedures, constantly changes priorities, lacks vision
BELIEF	Balcony: passionate, steadfast, knows where they stand, altruistic, family-oriented, ethical, responsible Basement: stubborn, set in his or her ways, elitist, unaccepting of other ideas, opinionated, goody-two-shoes
COMMAND	Balcony: charisma, direct, driven, inspirational, easy to follow, clear, concise Basement: bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn
COMMUNICATION	Balcony: storyteller, great presence, easy to talk to, energiser, entertaining, charismatic Basement: blabbermouth, poor listener, self-absorbed, show-off, always needs attention
COMPETITION	Balcony: driven, motivated, No. 1, measurement-orientated, winner Basement: sore loser, not a team player, puts down others, self-centred, confrontational
CONNECTEDNESS	Balcony: spiritual, "doesn't sweat over the small stuff," strong faith, always looking at the big picture, helps others see purpose Basement: passive, naïve, too idealistic, wishy-washy
CONSISTENCY	Balcony: just, problem-solver, policymaker Basement: "by the book," inflexible, unwilling to customise/individualise
CONTEXT	Balcony: has a robust historical frame of reference, learns lessons from the past, knows how things came to be, can leverage knowledge of the past Basement: slow to move and react to change, closed-minded, lives in the past
DELIBERATIVE	Balcony: good judgment, identifies risk, makes solid decisions, can plan for the unexpected Basement: standoffish, aloof, cautious, slow, introverted, afraid to act
DEVELOPER	Balcony: grows talent in others, teacher, coach, enjoys helping others succeed, invests in others Basement: not an individual contributor, wastes time on low-potential people, spectator
DISCIPLINE	Balcony: high productivity and accuracy because of ability to structure, breaks down complex into steps, great planners, promotes efficiency Basement: overbearing, rigid, mechanised, can't handle change
EMPATHY	Balcony: creates trust, brings healing, knows just what to say/do, customises approach to others Basement: "soft," moody, over-involved

FOCUS	Balcony: point person, disciplined, purposeful, laser-like precision, identifies important areas quickly, goal setter and goal getter Basement: absorbed, tough to relax, intense, stressed
FUTURISTIC	Balcony: imaginative, creative, visionary, even prophetic, inspiring Basement: dreamer, "Fantasy Island," out in left field, lacks pragmatism
HARMONY	Balcony: negotiator, can see both sides of a situation, great at asking questions, able to arrive at consensus, great facilitator Basement: weak, indecisive, non-confrontational, avoids conflict
IDEATION	Balcony: improves on the existing, learns quickly, agile mind Basement: serendipitous, lacks follow-through, creates more work
INCLUDER	Balcony: invites others in, caring, engages others, sensitive, takes up for others Basement: indiscriminate, unable to decide, generous to a fault
INDIVIDUALIZATION	Balcony: sees the uniqueness in all individuals, intuitively knows that "one size doesn't fit all," appreciates the differences in others Basement: unable to synthesise when it comes to people, has difficulty placing group above individual, difficulty in making people decisions
INPUT	Balcony: great resource, knowledgeable, excellent memory, mind for detail, collects interesting things, excellent conversationalist Basement: knows a lot of worthless information, hoarder, cluttered house-cluttered mind, boring conversationalist
INTELLECTION	Balcony: excellent thinker, enjoys musing, capable of deep and philosophical thought, able to work alone Basement: a loner, slow to act or wastes time thinking too much, isolated, doesn't work well with others
LEARNER	Balcony: always learning, catches on quickly, interested in many things, finds life intriguing Basement: know-it-all, lacks focus on results, learns a lot — produces little, bookish
MAXIMIZER	Balcony: mastery, success, excellence, working with the best Basement: perfectionist, picky, never good enough, always reworking
POSITIVITY	Balcony: enthusiastic, light-hearted, energetic, generous with praise, optimistic Basement: insincere, naïve, superficial, Pollyanna
RELATOR	Balcony: caring, trusting, a great friend, forgiving, generous Basement: lives in a clique, crony, has an inner circle, plays favourites
RESPONSIBILITY	Balcony: committed, accountable, independent, trusted, conscientious Basement: micromanager, obsessive, can't say "no," takes on too much
RESTORATIVE	Balcony: problem solver, trouble-shooter, finds improvements and solutions Basement: focuses on weaknesses, punitive, negative, critical
SELF-ASSURANCE	Balcony: self-confident, strong inner compass, risk-taker Basement: arrogant, self-righteous, overconfident, stubborn
SIGNIFICANCE	Balcony: seeks outstanding performance, does things of importance, independent Basement: recognition hungry, self-focused, needy
STRATEGIC	Balcony: anticipates alternatives, intuitive, sees different paths Basement: jumps to quick decisions, difficult to understand his or her thinking, closed-minded
WOO	Balcony: outgoing, people-oriented, networker, rapport-builder Basement: fake, shallow, does not care about deep relationships