



# ARRANGER™

PEOPLE EXCEPTIONALLY TALENTED IN THE ARRANGER THEME CAN ORGANIZE, BUT THEY ALSO HAVE A FLEXIBILITY THAT COMPLEMENTS THIS ABILITY. THEY LIKE TO DETERMINE HOW ALL OF THE PIECES AND RESOURCES CAN BE ARRANGED FOR MAXIMUM PRODUCTIVITY.

Arrangers are conductors. When faced with a complex situation involving many factors, people with strong Arranger talents enjoy managing all of the variables, aligning and realigning them until they are sure they have arranged them in the most productive configuration possible. They are shining examples of effective flexibility, whether they are changing travel schedules at the last minute because they found a better fare or are mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, they are always looking for the perfect configuration. They are at their best in dynamic situations. Confronted with the unexpected, they jump into the confusion, devise new options, hunt for new paths, and figure out new partnerships — because, after all, there might just be a better way.

## ITS POWER AND EDGE

Arrangers have a natural ability to orchestrate people and resources for maximum effectiveness.

### IF ARRANGER IS A DOMINANT THEME FOR YOU:

Help keep all of the balls in the air, but remember that sometimes you can do more with less.

- You are happiest when you are part of a team. You can offer your natural sense of organization to keep a group project moving toward its goal.
- Seek complex, dynamic work environments in which there are few routines.
- You may be a whiz at juggling schedules and people. These types of tasks may be very rewarding to you.
- Play an integral role when changes are in the works.
- Develop successful strategies for getting things done. Challenge yourself to find ways to make even the most successful systems and arrangements better.
- Explain that your flexibility doesn't mean your priorities are constantly changing. Tell others that your priorities remain the same, but that you are simply looking for better ways to implement them.

### IF ARRANGER IS A LESSER THEME FOR YOU:

Think about how you manage people and projects. Even if you lack the intensity of the Arranger theme, you may still be able to multitask. It may indicate that you try to dedicate yourself to one pursuit at a time so that you can fully concentrate on it.

- Among your top themes, find those that help you prioritize your tasks. Focus or Activator talents may help you swiftly prioritize and then quickly approach each task in order of importance.
- A flow chart or project plan may help you manage a project with many moving parts. Using this kind of tool will help you assemble and, if necessary, reassemble many moving pieces.
- Involve others, delegate tasks, and let go. When there are multiple tasks that require immediate action, find partners with the right talents, knowledge, and skills to take responsibility for some of the tasks and outcomes. This will allow you to fully concentrate on tasks best suited for your talents.