

Theme Insights

| | Activator | Arranger | Individualization | Relator | Responsibility |
|--|--|--|---|---|--|
| Jeanette Cremor | People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them. | 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. | People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively. | People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal. | People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty. |
| Descriptive Words | Impatient, influential, action-oriented, initiating, catalytic, propulsive, fast, dynamic | Flexible, interactive, controlling, collaborative, multi-thinking, configuring, real-time, resourceful | Aware, unique, perceptive, people-oriented, astute, fair, accurate, insightful, diverse | Friendly, caring, authentic, genuine, intimate, transparent, truthful, revealing | Diligent, conscientious, judgmental, loyal, driven, dutiful, dependable, serious, self-sacrificing, committed, responsive, independent |
| The Role I Play (Words describing who I am) | Catalyst, initiator, instigator, starter, originator, influencer | Juggler, orchestrator, coordinator, rearranger, multi-thinker, controller, enlister, conductor | Customizer, observer, acceptor, noticer, spotter, anthropologist, novelist, biographer | Friend, family member, loyalist, care-taker | Owner, committer, servant, responder, perfectionist, judge, volunteer, controller |
| I am (being) | impatient with inactivity | comfortable with lots of moving parts | a customizer | genuine and authentic | someone others often trust to get things done |
| I will (doing) | create momentum | work effectively and efficiently through others | see the potential in human diversity rather than its problem | get to know more about the people closest to me | keep promises and follow through on commitments |
| The Value I Bring | a catalytic sense of urgency | flexibility and interactivity | an understanding of people that is valuable for placement | social depth and transparency | dependability and loyalty |
| The Needs I Have (Give me..) | less discussion, more action | a dynamic environment | individualized expectations created to fit a person | time and opportunities for one-on-one interactions | freedom to take ownership |
| Metaphor / Image | getting out of the blocks quickly | a maestro, a conductor | casting director - uses intelligence about people | knowing and being known by friends | serious owner - not disinterested renter |
| Barrier Label | leaps before looking | difficult to follow because of frequent rearrangements | sacrifices group needs for individual needs | cliquish cronyism | can't say no or let go |
| My Motivators (I Love) | initiation, instigation | initiating and managing necessary change | people getting to do what they do best | close, caring, mutual relationships | the respect of others |
| My Demotivators (I Dislike) | waiting, wasting time | resistance to necessary change | a one-size-fits-all approach | the initial social discomfort of meeting someone new | disappointing others and being disappointed by others |

Themes 1 - 5

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