

Jody Alioto

Positivity	Individualization	My insight into the unique nature of others helps me lift each person's spirit or lighten each person's load.
Positivity	Strategic	I prefer to imagine and anticipate all of the possibilities because it energizes me and clarifies what I can do.
Positivity	Communication	When I talk with others about what we have and what is working, it creates hope and restores energy.
Positivity	Relator	I bring emotional energy, a positive attitude, and hope to others. My best friends are those who do the same for me.
Individualization	Strategic	I appreciate the rich diversity of humanity and I can see and consider a broad range of possible options.
Individualization	Communication	I make sure that my message is understood because I understand the uniqueness of each person I speak to.
Individualization	Relator	The nature of another person is easy for me to see, but I also want someone to know the real, authentic me.
Strategic	Communication	I have many stories in my repertoire, but I sort through all of them to find the perfect one for each situation.
Strategic	Relator	Conceptually, I love to consider the breadth of multiple options. Socially, I prefer deep connections with a few good friends.
Communication	Relator	I enjoy talking with my friends because I can be myself. I can tell them how I feel and say exactly what I think.

Kersten Baldwin

Empathy	Developer	Human emotion and potential are invisible realities. I can help others express their feelings and reach their potential.
Empathy	Futuristic	I envision a future that looks better. I also imagine and anticipate how the future could feel better.
Empathy	Relator	When I am with my closest friends, I can freely express my authentic emotions and clearly sense their authentic emotions.
Empathy	Connectedness	I care deeply for others because I identify with our common humanity and I am sensitive to their unique emotions.
Developer	Futuristic	When I have a vision of others at their best, I share that vision with them, hoping it will inspire them to grow.
Developer	Relator	I want to contribute most to the development of those I know best, and my best mentors are often those who know me well.
Developer	Connectedness	I know that when I help an individual grow, it ultimately affects a family, a community, a nation.
Futuristic	Relator	I often see visions in my mind of how members of my family or my closest friends can have better days in the future.
Futuristic	Connectedness	My visions are seldom small and selfish. I envision the unity and integration of all humanity.
Relator	Connectedness	I am a global and local citizen. I have compassion for those who are far away and intimacy for those who are near.

Scott Blumenreich

Individualization	Positivity	My insight into the unique nature of others helps me lift each person's spirit or lighten each person's load.
Individualization	Learner	I am comfortable with the variety of life and the diversity of people. I am equally effective learning about things or individuals.
Individualization	Strategic	I appreciate the rich diversity of humanity and I can see and consider a broad range of possible options.
Individualization	Achiever	I am more effective at completing a task when I can work in a manner that fits who I am as a person.
Positivity	Learner	I get excited when I am exposed to something new. This enthusiasm and passion for learning are often contagious.
Positivity	Strategic	I prefer to imagine and anticipate all of the possibilities because it energizes me and clarifies what I can do.
Positivity	Achiever	I work hard because hard work should be celebrated, and I celebrate frequently because it refuels hard workers.
Learner	Strategic	My willingness to embrace new experiences or information enhances my ability to generate a wide range of possible options.
Learner	Achiever	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Strategic	Achiever	If at first I don't succeed, I try again. If I try again and still don't succeed, I consider my options and try one.

Kelly Brady

Learner	Achiever	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Learner	Activator	In educational activities, I always get a quick start on the process. In terms of the content, I am a quick study.
Learner	Strategic	My willingness to embrace new experiences or information enhances my ability to generate a wide range of possible options.
Learner	Responsibility	I am at my best as a student when I commit to teaching others new information or concepts.
Achiever	Activator	With urgent initiative, I push others to get started so that a critical job will get finished as soon as possible.
Achiever	Strategic	If at first I don't succeed, I try again. If I try again and still don't succeed, I consider my options and try one.
Achiever	Responsibility	I get things done - sometimes because it feels so good and sometimes because I promised someone I would.
Activator	Strategic	My urge to take action as soon as possible is complemented by my urge to consider all possible courses of action.
Activator	Responsibility	I often make a commitment before anyone asks for it, and I strive to honor my commitments as quickly as possible.
Strategic	Responsibility	Creatively conscientious, I am often aware of the multiplicity of ways in which I can provide service or help.

Karen Brookes

Deliberative	Consistency	I manage the risks in my life by anticipating potential problems and by adhering to standard operating procedures.
Deliberative	Restorative	I can deal with problems when I have to, but when I anticipate a problem, I can actually prevent it from happening.
Deliberative	Empathy	If I can anticipate a problem, I can prevent it and avoid the emotional implications that problems always create.
Deliberative	Input	I gather effective tools and valuable resources that can help manage risk and prevent problems.
Consistency	Restorative	I am an effective problem solver because I am an efficient problem solver who uses a common approach and process.
Consistency	Empathy	When I see injustice and inequality, I feel angry. I believe that we need laws to ensure that all people are treated fairly.
Consistency	Input	I collect helpful resources and use an efficient distribution system so they are broadly available and easily accessible.
Restorative	Empathy	I notice the emotional causes and effects of problems. Success for me is resolving issues and restoring emotional stability.
Restorative	Input	My ability to diagnose and solve problems is enhanced because I know how to acquire and use tangible resources that work.
Empathy	Input	I can sense the emotions of people and the usefulness of stuff. My understanding and resourcefulness help me care for others.

Jeff Cadiz

Individualization	Relator	The nature of another person is easy for me to see, but I also want someone to know the real, authentic me.
Individualization	Competition	Some of my victories are the result of my insight into the unique natures of my opponents and of my allies.
Individualization	Achiever	I am more effective at completing a task when I can work in a manner that fits who I am as a person.
Individualization	Developer	My approach to mentoring is always shaped by the unique preferences and needs of the individual protégé.
Relator	Competition	I get better when I compare my performance to that of people closest to me. My best competitors are my best friends.
Relator	Achiever	For me, there is no better feeling than working hard with a few good friends to get a big job completed.
Relator	Developer	I want to contribute most to the development of those I know best, and my best mentors are often those who know me well.
Competition	Achiever	My drive to complete things comes from within and my drive to win comes from comparing myself to others around me.
Competition	Developer	I am at my best when I compare myself with others. I bring out the best in others when I invest in their potential.
Achiever	Developer	When I invest in the growth and progress of others, I increase the possibility that more work will actually get done.

Sheri Chadwick

Strategic	Achiever	If at first I don't succeed, I try again. If I try again and still don't succeed, I consider my options and try one.
Strategic	Learner	My willingness to embrace new experiences or information enhances my ability to generate a wide range of possible options.
Strategic	Input	I sort through the proliferation of information, tools and resources so that I can find, collect, and share those that are most useful.
Strategic	Responsibility	Creatively conscientious, I am often aware of the multiplicity of ways in which I can provide service or help.
Achiever	Learner	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Achiever	Input	Achievement is not just about working harder. Having the right tools, equipment, or information helps me work smarter.
Achiever	Responsibility	I get things done - sometimes because it feels so good and sometimes because I promised someone I would.
Learner	Input	As a natural student/teacher, I love the process of learning, and I am always looking for useful resources that enhance learning.
Learner	Responsibility	I am at my best as a student when I commit to teaching others new information or concepts.
Input	Responsibility	My service to others involves identifying real needs and a commitment to finding and sharing exactly what they need.

Carla Coburn

Learner	Intellection	I am a student of the world in which I live, and I am a student of the world of thoughts which lives in me.
Learner	Achiever	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Learner	Relator	My deepest, longest friendships don't stagnate because I strive to discover something new about those who are familiar.
Learner	Belief	When my mind is certain and unchanging about a few important matters, it remains curious and open about many other things.
Intellection	Achiever	I approach my thinking and doing independently and intensely. My personal thoughts and efforts are often productive.
Intellection	Relator	Even though I find solitude conducive for clarifying my thoughts, it will never take the place of being with my friends.
Intellection	Belief	For me to understand my own values or explain them to others, I need time alone to think deeply about them.
Achiever	Relator	For me, there is no better feeling than working hard with a few good friends to get a big job completed.
Achiever	Belief	When my diligence is directed toward an important cause or mission, my efforts have greater intensity and meaning.
Relator	Belief	Authenticity is important to me, so I am open about who I am and what I believe, especially with those who are closest to me.

Christina Cooney

Strategic	Positivity	I prefer to imagine and anticipate all of the possibilities because it energizes me and clarifies what I can do.
Strategic	Woo	I'm at my best when I am engaged in a challenge that involves multiple options and requires me to interact with many people.
Strategic	Relator	Conceptually, I love to consider the breadth of multiple options. Socially, I prefer deep connections with a few good friends.
Strategic	Achiever	If at first I don't succeed, I try again. If I try again and still don't succeed, I consider my options and try one.
Positivity	Woo	Socially and emotionally influential, I find it easy and enjoyable to meet a new person or to give hope to someone in despair.
Positivity	Relator	I bring emotional energy, a positive attitude, and hope to others. My best friends are those who do the same for me.
Positivity	Achiever	I work hard because hard work should be celebrated, and I celebrate frequently because it refuels hard workers.
Woo	Relator	Socially versatile, I build broad social networks with multiple constituents as well as deep intimacy with my closest friends.
Woo	Achiever	I thrive in situations that involve hard work and getting things done but also require me to interact with people.
Relator	Achiever	For me, there is no better feeling than working hard with a few good friends to get a big job completed.

Kelsey Deckert

Learner	Achiever	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Learner	Positivity	I get excited when I am exposed to something new. This enthusiasm and passion for learning are often contagious.
Learner	Woo	I always love the first days of school because I get to meet lots of new people and I get exposed to lots of new information.
Learner	Maximizer	I am naturally curious and I love to study. But conscious of ROI, I tend to be selective about what I study.
Achiever	Positivity	I work hard because hard work should be celebrated, and I celebrate frequently because it refuels hard workers.
Achiever	Woo	I thrive in situations that involve hard work and getting things done but also require me to interact with people.
Achiever	Maximizer	I have high expectations for quality and quantity for myself and others. We must always do more and do better.
Positivity	Woo	Socially and emotionally influential, I find it easy and enjoyable to meet a new person or to give hope to someone in despair.
Positivity	Maximizer	I choose to focus on good rather than evil and on strength rather than weakness, and when I do, it creates energy and hope.
Woo	Maximizer	I want my social network to be broad and getting wider, and I want it to be populated with good people who are getting better.

Liz Dunaway

Context	Intellection	Introspective and retrospective, my mind goes deep and remembers. I have both a philosophical and an historical understanding.
Context	Input	With my collection of tangible resources and my recollection of historical facts, I may have exactly what others need.
Context	Achiever	My clear memory of how I did something in the past enables me to replicate my performance and possible improve it.
Context	Learner	Because I tend to retain what I study, academic success often comes easily for me. My memory and ability to achieve help.
Intellection	Input	Just because my thinking can be deep and philosophical does not mean that it cannot be practical and useful.
Intellection	Achiever	I approach my thinking and doing independently and intensely. My personal thoughts and efforts are often productive.
Intellection	Learner	I am a student of the world in which I live, and I am a student of the world of thoughts which lives in me.
Input	Achiever	Achievement is not just about working harder. Having the right tools, equipment, or information helps me work smarter.
Input	Learner	As a natural student/teacher, I love the process of learning, and I am always looking for useful resources that enhance learning.
Achiever	Learner	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.

Eric Eddy

Ideation	Individualization	My creativity is never general. My best creativity is customized for someone in particular.
Ideation	Relator	While I am socially selective and prefer to deepen existing relationships, my mind is open and willing to create new experiences.
Ideation	Context	I appreciate the past, and I use my historical perspective to fuel innovation that begins a new chapter of history.
Ideation	Analytical	My mind can toggle back and forth between the expansion and reduction of possibilities. I have a calculated imagination.
Individualization	Relator	The nature of another person is easy for me to see, but I also want someone to know the real, authentic me.
Individualization	Context	My understanding of others takes into consideration their unique history – who they naturally are and where they come from.
Individualization	Analytical	I notice elegant simplicity in complex realities and individual uniqueness in human diversity.
Relator	Context	I enjoy the intimacy of a close relationship and the history of how that relationship evolved.
Relator	Analytical	I often bring facts and logic to my close relationships. I believe that intimacy and objectivity can co-exist.
Context	Analytical	My recalling and recording of history is shaped by measurable data and objective facts. Good history is good science.

Doug Farmen

Responsibility	Arranger	When I facilitate the work of others, I feel a strong sense of ownership of both the process and results.
Responsibility	Maximizer	I feel compelled to honor the commitments I make to others and to meet the standards of excellence I set for myself.
Responsibility	Relator	The longer I serve customers, colleagues or friends, the more likely I am to appreciate them and the more likely they are to appreciate me.
Responsibility	Developer	I am very good at serving others. Sometimes that means letting others serve me so they can make progress.
Arranger	Maximizer	Even though I am flexible and collaborative, I am somewhat selective about the people on my team. I want the best.
Arranger	Relator	Interacting with my closest friends is critical to my well-being, and engaging my teammates is critical to my well-doing.
Arranger	Developer	My best contributions involve getting the work done through people or getting the people done through work.
Maximizer	Relator	I am selective about work and friendships so I focus more on the quality of my results and relationships than on their quantity
Maximizer	Developer	I notice potential and promote excellence. While I am patient with novices, I am not tolerant of prolonged mediocrity.
Relator	Developer	I want to contribute most to the development of those I know best, and my best mentors are often those who know me well.

Wendy Faulkner

Includer	Harmony	I want there to be acceptance of those outside my circle and agreement by those inside my circle.
Includer	Learner	I notice and invite outsiders into my social circle. I notice and assimilate new concepts into my sphere of understanding.
Includer	Positivity	I love to throw parties, and the best parties are those where all invited attend. When someone is missing, I miss some fun.
Includer	Responsibility	I am interested in serving those who are marginalized and invisible and who just plain fall through the cracks.
Harmony	Learner	I believe the best educational environments are those characterized by conceptual variety and emotional stability.
Harmony	Positivity	Emotion influences performance, so I manage the normal emotional friction in groups and life individuals' spirits.
Harmony	Responsibility	Others can count on me to build emotional environments that encourage cooperation and facilitate practical productivity.
Learner	Positivity	I get excited when I am exposed to something new. This enthusiasm and passion for learning are often contagious.
Learner	Responsibility	I am at my best as a student when I commit to teaching others new information or concepts.
Positivity	Responsibility	I am serious about the commitments I make to others, not from dutiful obligation, but as a joyful servant.

Andy Firestine

Strategic	Input	I sort through the proliferation of information, tools and resources so that I can find, collect, and share those that are most useful.
Strategic	Intellection	My mind can cast a wide net to capture all the possibilities or drill deep to get to the bottom of something.
Strategic	Responsibility	Creatively conscientious, I am often aware of the multiplicity of ways in which I can provide service or help.
Strategic	Context	While some only consider possibilities they can imagine, I embrace possibilities I remember from the past.
Input	Intellection	Just because my thinking can be deep and philosophical does not mean that it cannot be practical and useful.
Input	Responsibility	My service to others involves identifying real needs and a commitment to finding and sharing exactly what they need.
Input	Context	With my collection of tangible resources and my recollection of historical facts, I may have exactly what others need.
Intellection	Responsibility	As an introspective person, I reflect as a philosopher. As a conscientious person, I respond as a servant to others.
Intellection	Context	Introspective and retrospective, my mind goes deep and remembers. I have both a philosophical and an historical understanding.
Responsibility	Context	I gratefully help others because of my powerful memory of those who have helped me.

Nate French

Analytical	Context	My recalling and recording of history is shaped by measurable data and objective facts. Good history is good science.
Analytical	Restorative	My ability to recognize patterns helps me when I encounter real problems that require logical solutions.
Analytical	Intellection	I seek understanding through deep and theoretical inquiry and I validate truth through objective measure.
Analytical	Individualization	I notice elegant simplicity in complex realities and individual uniqueness in human diversity.
Context	Restorative	My memory of and appreciation for past problems enhances my ability to solve present and future problems.
Context	Intellection	Introspective and retrospective, my mind goes deep and remembers. I have both a philosophical and an historical understanding.
Context	Individualization	My understanding of others takes into consideration their unique history – who they naturally are and where they come from.
Restorative	Intellection	My first response to a problem is to retreat and reflect. Silence and solitude are my breeding ground for solutions.
Restorative	Individualization	A person with a common problem will never get a common solution from me. I customize my solutions for each individual.
Intellection	Individualization	Intuitive, I sense the essential nature of others. Self-reflective, I know myself from the inside out.

Lisa Gajowski

Relator	Restorative	I notice the points of pain of those closest to me, and I strive to find the source of that pain so I can eliminate it.
Relator	Discipline	I always seem to have time for my family and close friends because I intentionally schedule them on my calendar.
Relator	Responsibility	The longer I serve customers, colleagues or friends, the more likely I am to appreciate them and the more likely they are to appreciate me.
Relator	Input	I value tangible, practical resources, but I also value the human resources of my close friends and family.
Restorative	Discipline	When faced with the chaos of a problem, my precision, efficiency, and organization accelerate the return to normalcy.
Restorative	Responsibility	I am willing to sacrifice and serve so that something or someone broken can be made whole.
Restorative	Input	My ability to diagnose and solve problems is enhanced because I know how to acquire and use tangible resources that work.
Discipline	Responsibility	I love to use calendars and spreadsheets to make sure I accomplish my plans and meet my commitments to others.
Discipline	Input	I have a place for everything, and everything in its place. My organization helps me easily share my resources.
Responsibility	Input	My service to others involves identifying real needs and a commitment to finding and sharing exactly what they need.

Kathy Garcia

Developer	Empathy	Human emotion and potential are invisible realities. I can help others express their feelings and reach their potential.
Developer	Adaptability	I am aware of and responsive to the situations that surround me and the potential in people near me.
Developer	Consistency	I create fair and efficient environments that support and enhance my investment in the growth of others.
Developer	Relator	I want to contribute most to the development of those I know best, and my best mentors are often those who know me well.
Empathy	Adaptability	Because I live primarily in the here and now, I have a keen sense of both situational and emotional realities.
Empathy	Consistency	When I see injustice and inequality, I feel angry. I believe that we need laws to ensure that all people are treated fairly.
Empathy	Relator	When I am with my closest friends, I can freely express my authentic emotions and clearly sense their authentic emotions.
Adaptability	Consistency	I have a standard approach to most situations, but when change occurs, I respond with spontaneity and immediacy.
Adaptability	Relator	Because I live completely in the moment, I can thrive when there is change, but I also establish authentic and lasting relationships.
Consistency	Relator	My friendships have a depth of quality and equality. There is no ranking or pecking order among my friends.

Paula Gibson

Input	Deliberative	I gather effective tools and valuable resources that can help manage risk and prevent problems.
Input	Intellection	Just because my thinking can be deep and philosophical does not mean that it cannot be practical and useful.
Input	Individualization	I gather valuable resources, mindful of their usefulness. I share valuable resources, mindful of their relevance.
Input	Strategic	I sort through the proliferation of information, tools and resources so that I can find, collect, and share those that are most useful.
Deliberative	Intellection	My introspective reflection enhances my self-awareness. My vigilant anticipation enhances my risk awareness.
Deliberative	Individualization	As a cautious customer, I clearly understand the nature of each person and exercise restraint because of possible risk.
Deliberative	Strategic	As I move toward a destination, I consider every possible route and anticipate every possible obstacle.
Intellection	Individualization	Intuitive, I sense the essential nature of others. Self-reflective, I know myself from the inside out.
Intellection	Strategic	My mind can cast a wide net to capture all the possibilities or drill deep to get to the bottom of something.
Individualization	Strategic	I appreciate the rich diversity of humanity and I can see and consider a broad range of possible options.

Michael Gradis

Individualization	Restorative	A person with a common problem will never get a common solution from me. I customize my solutions for each individual.
Individualization	Communication	I make sure that my message is understood because I understand the uniqueness of each person I speak to.
Individualization	Discipline	My life is organized and driven by certain routines. Others should follow my routines only if my routines fit them.
Individualization	Woo	I love crowds. They are the best place to meet someone new and to experience the beautiful diversity of humanity.
Restorative	Communication	I am better at diagnosing a problem and finding a solution when I talk with those who have the problem.
Restorative	Discipline	When faced with the chaos of a problem, my precision, efficiency, and organization accelerate the return to normalcy.
Restorative	Woo	I am a natural when it comes to solving problems, and with my unique social talent, I enlist the support of others to help.
Communication	Discipline	My messages are easy to follow and understand because I speak with precision, order and efficiency.
Communication	Woo	My interactions with others are effective because I speak with clarity as well as with a pleasant charm.
Discipline	Woo	My talent for building a broad and growing social network never diminishes my ability to increase order and reduce chaos.

Steve Greer

Competition	Achiever	My drive to complete things comes from within and my drive to win comes from comparing myself to others around me.
Competition	Relator	I get better when I compare my performance to that of people closest to me. My best competitors are my best friends.
Competition	Self-Assurance	I prefer to be in situations where victory is primarily determined by things I can control.
Competition	Significance	I enjoy being the first to cross the finish line and being the center of attention when I get my gold medal.
Achiever	Relator	For me, there is no better feeling than working hard with a few good friends to get a big job completed.
Achiever	Self-Assurance	My desire and drive to get things done originates deep within me, and so does my confidence in my ability.
Achiever	Significance	I am driven by the fire in my belly to get things done and by the fans in the stands who are cheering me on.
Relator	Self-Assurance	I enjoy the loving relationships I have with people closest to me. I also enjoy independence, so at times I need freedom from intimacy.
Relator	Significance	The people who know me best and love me most give me my most meaningful recognition and my most powerful motivation.
Self-Assurance	Significance	How I feel about myself is shaped by the external evaluation of others and by my internal self-evaluation.

Linda Gregory

Responsibility	Analytical	I am a serious person who approaches life reasonably and honorably. I seek truth and speak truth.
Responsibility	Intellection	As an introspective person, I reflect as a philosopher. As a conscientious person, I respond as a servant to others.
Responsibility	Learner	I am at my best as a student when I commit to teaching others new information or concepts.
Responsibility	Input	My service to others involves identifying real needs and a commitment to finding and sharing exactly what they need.
Analytical	Intellection	I seek understanding through deep and theoretical inquiry and I validate truth through objective measure.
Analytical	Learner	Education is something I enjoy personally, but its ultimate value is something I must measure objectively.
Analytical	Input	I look for tools and information that can improve everyone's work and reliable data that can help everyone make better decisions.
Intellection	Learner	I am a student of the world in which I live, and I am a student of the world of thoughts which lives in me.
Intellection	Input	Just because my thinking can be deep and philosophical does not mean that it cannot be practical and useful.
Learner	Input	As a natural student/teacher, I love the process of learning, and I am always looking for useful resources that enhance learning.

Travis Greiman

Intellection	Responsibility	As an introspective person, I reflect as a philosopher. As a conscientious person, I respond as a servant to others.
Intellection	Input	Just because my thinking can be deep and philosophical does not mean that it cannot be practical and useful.
Intellection	Deliberative	My introspective reflection enhances my self-awareness. My vigilant anticipation enhances my risk awareness.
Intellection	Connectedness	It is important for me to think deeply and personally about the global and spiritual nature of life.
Responsibility	Input	My service to others involves identifying real needs and a commitment to finding and sharing exactly what they need.
Responsibility	Deliberative	Life is serious, so I must be as well. Conscientious and vigilant, I honor my commitments and proceed with caution.
Responsibility	Connectedness	It is my duty to respond to those who cry out for help and to serve those who have needs I cannot meet.
Input	Deliberative	I gather effective tools and valuable resources that can help manage risk and prevent problems.
Input	Connectedness	I assist those who aspire to personal well-being or spiritual health by sharing tangible and helpful resources.
Deliberative	Connectedness	I make my personal and local decisions carefully because I know that each one has global repercussions.

Jennifer Guetschow

Empathy	Developer	Human emotion and potential are invisible realities. I can help others express their feelings and reach their potential.
Empathy	Connectedness	I care deeply for others because I identify with our common humanity and I am sensitive to their unique emotions.
Empathy	Harmony	Expressing emotions is natural and good. If strong emotions get in the way of group progress, I can manage them and reduce tension.
Empathy	Input	I can sense the emotions of people and the usefulness of stuff. My understanding and resourcefulness help me care for others.
Developer	Connectedness	I know that when I help an individual grow, it ultimately affects a family, a community, a nation.
Developer	Harmony	When I notice potential in a person, I invest in it. When I notice emotional friction in a group, I reduce it.
Developer	Input	I am always on the lookout for tangible tools and resources that can help me in the quest to help others grow.
Connectedness	Harmony	I assist those who aspire to personal well-being or spiritual health by sharing tangible and helpful resources.
Connectedness	Input	I assist those who aspire to personal well-being or spiritual health by sharing tangible and helpful resources.
Harmony	Input	I foster collaboration when I help teams find useful resources and when I help them manage their emotional tension.

Paul Gunther

Individualization	Restorative	A person with a common problem will never get a common solution from me. I customize my solutions for each individual.
Individualization	Input	I gather valuable resources, mindful of their usefulness. I share valuable resources, mindful of their relevance.
Individualization	Learner	I am comfortable with the variety of life and the diversity of people. I am equally effective learning about things or individuals.
Individualization	Responsibility	I am committed to the integrity of doing and the integrity of being. For me, the right fit involves my values and my identity.
Restorative	Input	My ability to diagnose and solve problems is enhanced because I know how to acquire and use tangible resources that work.
Restorative	Learner	My curious mind enjoys the challenge of encountering intriguing problems and the opportunity to discover new solutions.
Restorative	Responsibility	I am willing to sacrifice and serve so that something or someone broken can be made whole.
Input	Learner	As a natural student/teacher, I love the process of learning, and I am always looking for useful resources that enhance learning.
Input	Responsibility	My service to others involves identifying real needs and a commitment to finding and sharing exactly what they need.
Learner	Responsibility	I am at my best as a student when I commit to teaching others new information or concepts.

Melissa Hansen

Empathy	Positivity	I possess a keen sense of how others feel, and when sometimes emotions need to be lightened or lifted, I can do it.
Empathy	Harmony	Expressing emotions is natural and good. If strong emotions get in the way of group progress, I can manage them and reduce tension.
Empathy	Developer	Human emotion and potential are invisible realities. I can help others express their feelings and reach their potential.
Empathy	Futuristic	I envision a future that looks better. I also imagine and anticipate how the future could feel better.
Positivity	Harmony	Emotion influences performance, so I manage the normal emotional friction in groups and life individuals' spirits.
Positivity	Developer	My patient optimism encourages growth. Investing in raw potential other overlook, I celebrate each baby step.
Positivity	Futuristic	My vision has a better chance of becoming reality if I use my emotional energy and enthusiasm while forming it.
Harmony	Developer	When I notice potential in a person, I invest in it. When I notice emotional friction in a group, I reduce it.
Harmony	Futuristic	I imagine a world where people work together to create an emotional unity and stability that leads to peaceful productivity.
Developer	Futuristic	When I have a vision of others at their best, I share that vision with them, hoping it will inspire them to grow.

Kelly Hickler

Ideation	Learner	My creative innovation often springs from a willingness to embrace my curiosity and to engage in continuous education.
Ideation	Woo	I look beyond conventional wisdom and beyond my existing relationships so I can spur intellectual and social innovation.
Ideation	Futuristic	My anticipation and imagination prompt me to dream. Comfortable with the ambiguity and risk, I create new and fresh visions.
Ideation	Communication	My brain seems to be most creative when my mouth and ears are working. Solo innovation doesn't work well for me.
Learner	Woo	I always love the first days of school because I get to meet lots of new people and I get exposed to lots of new information.
Learner	Futuristic	My willingness to embrace new concepts and encounter new experiences stimulates my visions of inspiring possibilities.
Learner	Communication	My best educational experiences occur when I can have conversations with my teacher and other students.
Woo	Futuristic	People might say I am charismatic — some because of my social charm and some because of my inspiring dreams about tomorrow.
Woo	Communication	My interactions with others are effective because I speak with clarity as well as with a pleasant charm.
Futuristic	Communication	I see vivid images of a better tomorrow in my mind, and I can clearly articulate what I see so others can see it too.

Deanna Hofmann

Achiever	Responsibility	I get things done - sometimes because it feels so good and sometimes because I promised someone I would.
Achiever	Belief	When my diligence is directed toward an important cause or mission, my efforts have greater intensity and meaning.
Achiever	Positivity	I work hard because hard work should be celebrated, and I celebrate frequently because it refuels hard workers.
Achiever	Learner	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Responsibility	Belief	I make commitments to purposes I believe in and to people who ask for my help.
Responsibility	Positivity	I am serious about the commitments I make to others, not from dutiful obligation, but as a joyful servant.
Responsibility	Learner	I am at my best as a student when I commit to teaching others new information or concepts.
Belief	Positivity	I get excited about my values. This blend of hope and purpose is often contagious, attracting others to my cause.
Belief	Learner	When my mind is certain and unchanging about a few important matters, it remains curious and open about many other things.
Positivity	Learner	I get excited when I am exposed to something new. This enthusiasm and passion for learning are often contagious.

Derek Holcomb

Strategic	Relator	Conceptually, I love to consider the breadth of multiple options. Socially, I prefer deep connections with a few good friends.
Strategic	Belief	In life, there are many things of value. I have found what is most important to me, so I no longer consider other options.
Strategic	Positivity	I prefer to imagine and anticipate all of the possibilities because it energizes me and clarifies what I can do.
Strategic	Responsibility	Creatively conscientious, I am often aware of the multiplicity of ways in which I can provide service or help.
Relator	Belief	Authenticity is important to me, so I am open about who I am and what I believe, especially with those who are closest to me.
Relator	Positivity	I bring emotional energy, a positive attitude, and hope to others. My best friends are those who do the same for me.
Relator	Responsibility	The longer I serve customers, colleagues or friends, the more likely I am to appreciate them and the more likely they are to appreciate me.
Belief	Positivity	I get excited about my values. This blend of hope and purpose is often contagious, attracting others to my cause.
Belief	Responsibility	I make commitments to purposes I believe in and to people who ask for my help.
Positivity	Responsibility	I am serious about the commitments I make to others, not from dutiful obligation, but as a joyful servant.

Jenny Houlne

Arranger	Futuristic	I form visions in my mind but I fulfill them only when I invite and equip others to do their best.
Arranger	Achiever	I am personally productive because of my intense efforts, and I help groups be productive by coordinating others' efforts.
Arranger	Responsibility	When I facilitate the work of others, I feel a strong sense of ownership of both the process and results.
Arranger	Developer	My best contributions involve getting the work done through people or getting the people done through work.
Futuristic	Achiever	I am a diligent dreamer who sees what can be and I am committed to doing what is necessary for it to become a reality.
Futuristic	Responsibility	I will make a serious commitment to someone today if it will help my vision become a reality tomorrow.
Futuristic	Developer	When I have a vision of others at their best, I share that vision with them, hoping it will inspire them to grow.
Achiever	Responsibility	I get things done - sometimes because it feels so good and sometimes because I promised someone I would.
Achiever	Developer	When I invest in the growth and progress of others, I increase the possibility that more work will actually get done.
Responsibility	Developer	I am very good at serving others. Sometimes that means letting others serve me so they can make progress.

Kamala Jewett

Input	Context	With my collection of tangible resources and my recollection of historical facts, I may have exactly what others need.
Input	Intellecion	Just because my thinking can be deep and philosophical does not mean that it cannot be practical and useful.
Input	Adaptability	I am aware of needs because I live in the present, and I often have what I and others need because I gather useful resources.
Input	Empathy	I can sense the emotions of people and the usefulness of stuff. My understanding and resourcefulness help me care for others.
Context	Intellecion	Introspective and retrospective, my mind goes deep and remembers. I have both a philosophical and an historical understanding.
Context	Adaptability	I immerse myself in each moment, and my memory of each experience allows me to relive it as if it were today.
Context	Empathy	When I look back, I remember the events and emotions of the past. For me, the historical is emotional.
Intellecion	Adaptability	I am fully present in each moment, but there are moments when I need to be alone with my thoughts.
Intellecion	Empathy	Even though I relish opportunities for silence and solitude to think, I still possess a strong awareness of others' emotions.
Adaptability	Empathy	Because I live primarily in the here and now, I have a keen sense of both situational and emotional realities.

Mike Jones

Ideation	Learner	My creative innovation often springs from a willingness to embrace my curiosity and to engage in continuous education.
Ideation	Individualization	My creativity is never general. My best creativity is customized for someone in particular.
Ideation	Adaptability	The critical necessities of my present experience are often the mother of my creative inventions.
Ideation	Strategic	When I need to do something or get somewhere, I consider all possibilities. If none seems right, I create a new one.
Learner	Individualization	I am comfortable with the variety of life and the diversity of people. I am equally effective learning about things or individuals.
Learner	Adaptability	I am open to absorbing new information and to experiencing new situations. I find the old and unchanging boring.
Learner	Strategic	My willingness to embrace new experiences or information enhances my ability to generate a wide range of possible options.
Individualization	Adaptability	Experiencing the diversity of each person and the spontaneity of each moment always brings out my best.
Individualization	Strategic	I appreciate the rich diversity of humanity and I can see and consider a broad range of possible options.
Adaptability	Strategic	I always consider multiple options because the targets I aim at are always moving and changing in real time.

Rebecca Krauland

Learner	Relator	My deepest, longest friendships don't stagnate because I strive to discover something new about those who are familiar.
Learner	Achiever	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Learner	Responsibility	I am at my best as a student when I commit to teaching others new information or concepts.
Learner	Restorative	My curious mind enjoys the challenge of encountering intriguing problems and the opportunity to discover new solutions.
Relator	Achiever	For me, there is no better feeling than working hard with a few good friends to get a big job completed.
Relator	Responsibility	The longer I serve customers, colleagues or friends, the more likely I am to appreciate them and the more likely they are to appreciate me.
Relator	Restorative	I notice the points of pain of those closest to me, and I strive to find the source of that pain so I can eliminate it.
Achiever	Responsibility	I get things done - sometimes because it feels so good and sometimes because I promised someone I would.
Achiever	Restorative	For me, a good day is getting everything on my to-do list done or fixing something broken. A great day is when I do both.
Responsibility	Restorative	I am willing to sacrifice and serve so that something or someone broken can be made whole.

Lyndsay Lack

Context	Input	With my collection of tangible resources and my recollection of historical facts, I may have exactly what others need.
Context	Learner	Because I tend to retain what I study, academic success often comes easily for me. My memory and ability to achieve help.
Context	Strategic	While some only consider possibilities they can imagine, I embrace possibilities I remember from the past.
Context	Achiever	My clear memory of how I did something in the past enables me to replicate my performance and possibly improve it.
Input	Learner	As a natural student/teacher, I love the process of learning, and I am always looking for useful resources that enhance learning.
Input	Strategic	I sort through the proliferation of information, tools and resources so that I can find, collect, and share those that are most useful.
Input	Achiever	Achievement is not just about working harder. Having the right tools, equipment, or information helps me work smarter.
Learner	Strategic	My willingness to embrace new experiences or information enhances my ability to generate a wide range of possible options.
Learner	Achiever	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Strategic	Achiever	If at first I don't succeed, I try again. If I try again and still don't succeed, I consider my options and try one.

Jesse LaNunziata

Achiever	Competition	My drive to complete things comes from within and my drive to win comes from comparing myself to others around me.
Achiever	Positivity	I work hard because hard work should be celebrated, and I celebrate frequently because it refuels hard workers.
Achiever	Learner	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Achiever	Harmony	I improve a team's productivity by working hard to manage the emotional tension that exists on every team.
Competition	Positivity	I want life to be fun, so I approach it with optimism, energy and enthusiasm. Life is most fun when I am winning.
Competition	Learner	I like contests where I compare my performance with that of others, but I get bored if I never try a new contest.
Competition	Harmony	My role in a victory is often shaped by my natural inclination to reduce conflict and increase cooperation.
Positivity	Learner	I get excited when I am exposed to something new. This enthusiasm and passion for learning are often contagious.
Positivity	Harmony	Emotion influences performance, so I manage the normal emotional friction in groups and life individuals' spirits.
Learner	Harmony	I believe the best educational environments are those characterized by conceptual variety and emotional stability.

Kimber Liss

Input	Intellection	Just because my thinking can be deep and philosophical does not mean that it cannot be practical and useful.
Input	Connectedness	I assist those who aspire to personal well-being or spiritual health by sharing tangible and helpful resources.
Input	Positivity	I am always on the lookout for something tangible that can use to bring enthusiasm, energy, joy, and hope to others.
Input	Belief	I am faithful in my commitment to my values and resourceful in how I live them out and express them to others in tangible ways.
Intellection	Connectedness	It is important for me to think deeply and personally about the global and spiritual nature of life.
Intellection	Positivity	My thinking is deep but seldom without hope. When I meditate, I experience a light and joy that are contagious.
Intellection	Belief	For me to understand my own values or explain them to others, I need time alone to think deeply about them.
Connectedness	Positivity	I tend to be optimistic and hopeful about our world. We are all in this together; let's celebrate and have some fun.
Connectedness	Belief	While my strong beliefs sometimes separate me from others, I still have a connection with and a compassion for all humanity.
Positivity	Belief	I get excited about my values. This blend of hope and purpose is often contagious, attracting others to my cause.

Bailey Little

Analytical	Deliberative	I am serious-minded. I rely on quantification to validate existing theories and on calculation to minimize existing risks.
Analytical	Focus	I am aware of all the contributing factors in a situation, but at the same time I can concentrate on the most critical priority.
Analytical	Arranger	I take puzzles apart to clarify and simplify. I put puzzles together to improve performance.
Analytical	Learner	Education is something I enjoy personally, but its ultimate value is something I must measure objectively.
Deliberative	Focus	While I am intent on reaching the goals I have set, I approach them with care and caution because haste can make waste.
Deliberative	Arranger	Always on the lookout for potential problems, I am quite careful when I coordinate the efforts of others.
Deliberative	Learner	I am open to new experiences and information, but I want adequate time to study them carefully and thoroughly.
Focus	Arranger	As a flexible manager of multiple realities and dynamic change, I always move with determination toward a single outcome.
Focus	Learner	In many cases, my interests shape my intentions. But there are also times when my intentions shape my interests.
Arranger	Learner	My willingness to learn something new helps me come up with new and better ways of getting things done when I lead others.

Neil Marciniak

Strategic	Relator	Conceptually, I love to consider the breadth of multiple options. Socially, I prefer deep connections with a few good friends.
Strategic	Positivity	I prefer to imagine and anticipate all of the possibilities because it energizes me and clarifies what I can do.
Strategic	Responsibility	Creatively conscientious, I am often aware of the multiplicity of ways in which I can provide service or help.
Strategic	Activator	My urge to take action as soon as possible is complemented by my urge to consider all possible courses of action.
Relator	Positivity	I bring emotional energy, a positive attitude, and hope to others. My best friends are those who do the same for me.
Relator	Responsibility	The longer I serve customers, colleagues or friends, the more likely I am to appreciate them and the more likely they are to appreciate me.
Relator	Activator	I prefer to do things with people I already know, but doing an activity with someone new could start a new friendship.
Positivity	Responsibility	I am serious about the commitments I make to others, not from dutiful obligation, but as a joyful servant.
Positivity	Activator	I believe that the best way to influence others is by creating positive emotions that in turn lead to positive actions.
Responsibility	Activator	I often make a commitment before anyone asks for it, and I strive to honor my commitments as quickly as possible.

Linda Marsh

Includer	Relator	Socially inclusive, I see outsiders and welcome them into my circle. Socially selective, I invite friends into my heart.
Includer	Developer	I never allow my investment in the growth of others to be restricted or inhibited by prejudice or bias.
Includer	Communication	When I have something to say, I want to say it in a way that everyone can access and understand.
Includer	Arranger	To get a really big project done well, I must get everyone involved doing what they do best and enjoy most.
Relator	Developer	I want to contribute most to the development of those I know best, and my best mentors are often those who know me well.
Relator	Communication	I enjoy talking with my friends because I can be myself. I can tell them how I feel and say exactly what I think.
Relator	Arranger	Interacting with my closest friends is critical to my well-being, and engaging my teammates is critical to my well-doing.
Developer	Communication	I can help other people grow by having conversations with them or by making presentations to them.
Developer	Arranger	My best contributions involve getting the work done through people or getting the people done through work.
Communication	Arranger	Strong relationships are key to a team's collaboration, so I encourage frequent and meaningful interactions.

Stewart Meek

Strategic	Achiever	If at first I don't succeed, I try again. If I try again and still don't succeed, I consider my options and try one.
Strategic	Futuristic	My mind's eye sees clear images of a better future and detects the best paths leading to future dreams.
Strategic	Input	I sort through the proliferation of information, tools and resources so that I can find, collect, and share those that are most useful.
Strategic	Belief	In life, there are many things of value. I have found what is most important to me, so I no longer consider other options.
Achiever	Futuristic	I am a diligent dreamer who sees what can be and I am committed to doing what is necessary for it to become a reality.
Achiever	Input	Achievement is not just about working harder. Having the right tools, equipment, or information helps me work smarter.
Achiever	Belief	When my diligence is directed toward an important cause or mission, my efforts have greater intensity and meaning.
Futuristic	Input	When I anticipate and imagine, I create dreams, and when I gather tangible and useful resources, dreams become reality.
Futuristic	Belief	My core values play a significant role in shaping my vision for the future and in giving me the passion to pursue it.
Input	Belief	I am faithful in my commitment to my values and resourceful in how I live them out and express them to others in tangible ways.

Mitch Meier

Relator	Strategic	Conceptually, I love to consider the breadth of multiple options. Socially, I prefer deep connections with a few good friends.
Relator	Learner	My deepest, longest friendships don't stagnate because I strive to discover something new about those who are familiar.
Relator	Achiever	For me, there is no better feeling than working hard with a few good friends to get a big job completed.
Relator	Competition	I get better when I compare my performance to that of people closest to me. My best competitors are my best friends.
Strategic	Learner	My willingness to embrace new experiences or information enhances my ability to generate a wide range of possible options.
Strategic	Achiever	If at first I don't succeed, I try again. If I try again and still don't succeed, I consider my options and try one.
Strategic	Competition	Contests can be physical or financial, but my victories are conceptual as I outwit and outguess my opponents.
Learner	Achiever	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Learner	Competition	I like contests where I compare my performance with that of others, but I get bored if I never try a new contest.
Achiever	Competition	My drive to complete things comes from within and my drive to win comes from comparing myself to others around me.

Chris Michlewicz

Input	Includer	I make sure that everyone has access to critical resources that can lead to everyone's engagement and effectiveness.
Input	Maximizer	I am selective about work and friendships so I focus more on the quality of my results and relationships than on their quantity.
Input	Positivity	I am always on the lookout for something tangible that can use to bring enthusiasm, energy, joy, and hope to others.
Input	Adaptability	I am aware of needs because I live in the present, and I often have what I and others need because I gather useful resources.
Includer	Maximizer	My high expectations for performance and high acceptance of people often create an environment of engagement and excellence.
Includer	Positivity	I love to throw parties, and the best parties are those where all invited attend. When someone is missing, I miss some fun.
Includer	Adaptability	I live fully in a circle called today, and I invite others to join me in that circle so no one will be left out.
Maximizer	Positivity	I choose to focus on good rather than evil and on strength rather than weakness, and when I do, it creates energy and hope.
Maximizer	Adaptability	Excellence can be a moving target. I am aware of and responsive to the changing environments I inhabit.
Positivity	Adaptability	I can often help in difficult situations because I naturally calm tense people down and lift discouraged people up.

Melanie Morgan

Strategic	Learner	My willingness to embrace new experiences or information enhances my ability to generate a wide range of possible options.
Strategic	Achiever	If at first I don't succeed, I try again. If I try again and still don't succeed, I consider my options and try one.
Strategic	Analytical	My mind can find a way through a multiplicity of future options and find truth in the complexity of a present reality.
Strategic	Discipline	When I consider future possibilities and options, my approach is always orderly, precise and efficient.
Learner	Achiever	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Learner	Analytical	Education is something I enjoy personally, but its ultimate value is something I must measure objectively.
Learner	Discipline	I learn best when I have a detailed and organized learning plan. I am an engaged student when I am an efficient student.
Achiever	Analytical	My mind works over-time to understand how something works and my hands work over-time to get something accomplished.
Achiever	Discipline	I accomplish more than others because I plan my work, and then I work my plan. My organization enhances my intensity.
Analytical	Discipline	I love logic because it's objective, objectivity because it's orderly and order because it's efficient.

Leslie Navarro

Input	Futuristic	When I anticipate and imagine, I create dreams, and when I gather tangible and useful resources, dreams become reality.
Input	Connectedness	I assist those who aspire to personal well-being or spiritual health by sharing tangible and helpful resources.
Input	Learner	As a natural student/teacher, I love the process of learning, and I am always looking for useful resources that enhance learning.
Input	Belief	I am faithful in my commitment to my values and resourceful in how I live them out and express them to others in tangible ways.
Futuristic	Connectedness	My visions are seldom small and selfish. I envision the unity and integration of all humanity.
Futuristic	Learner	My willingness to embrace new concepts and encounter new experiences stimulates my visions of inspiring possibilities.
Futuristic	Belief	My core values play a significant role in shaping my vision for the future and in giving me the passion to pursue it.
Connectedness	Learner	I am glad there are some things beyond my comprehension. I love to study, but I hate to know it all.
Connectedness	Belief	While my strong beliefs sometimes separate me from others, I still have a connection with and a compassion for all humanity.
Learner	Belief	When my mind is certain and unchanging about a few important matters, it remains curious and open about many other things.

Kelly Ohaver

Learner	Input	As a natural student/teacher, I love the process of learning, and I am always looking for useful resources that enhance learning.
Learner	Maximizer	I am naturally curious and I love to study. But conscious of ROI, I tend to be selective about what I study.
Learner	Achiever	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Learner	Deliberative	I am open to new experiences and information, but I want adequate time to study them carefully and thoroughly.
Input	Maximizer	I am selective about work and friendships so I focus more on the quality of my results and relationships than on their quantity.
Input	Achiever	Achievement is not just about working harder. Having the right tools, equipment, or information helps me work smarter.
Input	Deliberative	I gather effective tools and valuable resources that can help manage risk and prevent problems.
Maximizer	Achiever	I have high expectations for quality and quantity for myself and others. We must always do more and do better.
Maximizer	Deliberative	I proceed cautiously and thoroughly when quality absolutely cannot be compromised. Haste can make waste.
Achiever	Deliberative	While I work with intensity and stamina, I don't want my work to be hurried. Working in haste can lead to waste.

Kyoko Oyama

Achiever	Individualization	I am more effective at completing a task when I can work in a manner that fits who I am as a person.
Achiever	Responsibility	I get things done - sometimes because it feels so good and sometimes because I promised someone I would.
Achiever	Positivity	I work hard because hard work should be celebrated, and I celebrate frequently because it refuels hard workers.
Achiever	Includer	My desire and ability to get everyone on the team involved often ensures that all of the team's work gets done.
Individualization	Responsibility	I am committed to the integrity of doing and the integrity of being. For me, the right fit involves my values and my identity.
Individualization	Positivity	My insight into the unique nature of others helps me lift each person's spirit or lighten each person's load.
Individualization	Includer	My broad tolerance and acceptance of all people is based on my deep appreciation of the uniqueness of each person.
Responsibility	Positivity	I am serious about the commitments I make to others, not from dutiful obligation, but as a joyful servant.
Responsibility	Includer	I am interested in serving those who are marginalized and invisible and who just plain fall through the cracks.
Positivity	Includer	I love to throw parties, and the best parties are those where all invited attend. When someone is missing, I miss some fun.

Diane Reers

Intellecion	Developer	Solitude and deep reflection are often the prelude to me investing intellectual capital in another's growth.
Intellecion	Input	Just because my thinking can be deep and philosophical does not mean that it cannot be practical and useful.
Intellecion	Empathy	Even though I relish opportunities for silence and solitude to think, I still possess a strong awareness of others' emotions.
Intellecion	Learner	I am a student of the world in which I live, and I am a student of the world of thoughts which lives in me.
Developer	Input	I am always on the lookout for tangible tools and resources that can help me in the quest to help others grow.
Developer	Empathy	Human emotion and potential are invisible realities. I can help others express their feelings and reach their potential.
Developer	Learner	A steep learning curve brings out the best in me. The journey is even better when someone goes along with me and grows with me.
Input	Empathy	I can sense the emotions of people and the usefulness of stuff. My understanding and resourcefulness help me care for others.
Input	Learner	As a natural student/teacher, I love the process of learning, and I am always looking for useful resources that enhance learning.
Empathy	Learner	I have an open mind that is receptive to new concepts and an open, expressive heart that is receptive to emotion.

Heather Romine

Harmony	Developer	When I notice potential in a person, I invest in it. When I notice emotional friction in a group, I reduce it.
Harmony	Empathy	Expressing emotions is natural and good. If strong emotions get in the way of group progress, I can manage them and reduce tension.
Harmony	Discipline	I manage the important details of my life and the emotional variables of the groups I am in to foster efficiency.
Harmony	Responsibility	Others can count on me to build emotional environments that encourage cooperation and facilitate practical productivity.
Developer	Empathy	Human emotion and potential are invisible realities. I can help others express their feelings and reach their potential.
Developer	Discipline	I enjoy investing in the growth of others, and I am most effective when I follow a detailed, organized development plan.
Developer	Responsibility	I am very good at serving others. Sometimes that means letting others serve me so they can make progress.
Empathy	Discipline	I plan my work because when I do, I eliminate the negative emotions that are often associated with chaos or confusion.
Empathy	Responsibility	How I respond to a person's needs is influenced by my understanding of what that person is feeling.
Discipline	Responsibility	I love to use calendars and spreadsheets to make sure I accomplish my plans and meet my commitments to others.

Marianne Schilling

Woo	Activator	Starting something is what I do best. With initiative and influence, I may launch a new product or begin a new relationship.
Woo	Analytical	Even though I value objective thinking, I also see the value of social influence. Who I know will enhance what I know.
Woo	Harmony	With my engaging social initiative, I can gather a broad, diverse crowd and help that crowd get along so they can work together.
Woo	Arranger	I am at my best when I manage multiple changing variables and when I interact with a large growing network of people.
Activator	Analytical	It is important for me to understand things, but I am comfortable figuring things out while on the move.
Activator	Harmony	My initiative creates momentum that gets others moving. My peacemaking reduces friction so we can maintain that momentum.
Activator	Arranger	My sense of urgency gets people moving, and my flexible coordination enables them to keep moving and stay productive.
Analytical	Harmony	I look for patterns in the multiplicity of facts, and I manage the tension that comes from a variety of feelings.
Analytical	Arranger	I take puzzles apart to clarify and simplify. I put puzzles together to improve performance.
Harmony	Arranger	I can keep several balls in the air, and I can get people on the same emotional page. My teams are productive and peaceful.

Jonah Schneider

Achiever	Input	Achievement is not just about working harder. Having the right tools, equipment, or information helps me work smarter.
Achiever	Intellection	I approach my thinking and doing independently and intensely. My personal thoughts and efforts are often productive.
Achiever	Deliberative	While I work with intensity and stamina, I don't want my work to be hurried. Working in haste can lead to waste.
Achiever	Relator	For me, there is no better feeling than working hard with a few good friends to get a big job completed.
Input	Intellection	Just because my thinking can be deep and philosophical does not mean that it cannot be practical and useful.
Input	Deliberative	I gather effective tools and valuable resources that can help manage risk and prevent problems.
Input	Relator	I value tangible, practical resources, but I also value the human resources of my close friends and family.
Intellection	Deliberative	My introspective reflection enhances my self-awareness. My vigilant anticipation enhances my risk awareness.
Intellection	Relator	Even though I find solitude conducive for clarifying my thoughts, it will never take the place of being with my friends.
Deliberative	Relator	Trusting others takes some time for me because I only trust those I know well and I am careful about who I get to know.

Barbara Setterlind

Strategic	Achiever	If at first I don't succeed, I try again. If I try again and still don't succeed, I consider my options and try one.
Strategic	Consistency	I consider all the creative options for what should be done and all the sustainable options of how it can be done.
Strategic	Discipline	When I consider future possibilities and options, my approach is always orderly, precise and efficient.
Strategic	Maximizer	When considering future possibilities, I eliminate the bad to find the good and then sort through the good to find the best.
Achiever	Consistency	I tend to be most productive when I am part of a group that has efficient processes and a culture of fairness.
Achiever	Discipline	I accomplish more than others because I plan my work, and then I work my plan. My organization enhances my intensity.
Achiever	Maximizer	I have high expectations for quality and quantity for myself and others. We must always do more and do better.
Consistency	Discipline	I personally need routine and structure to help me be efficient, and my groups need rules and systems to be efficient.
Consistency	Maximizer	I often strive for a higher standard of excellence by creating or improving standardized processes or systems.
Discipline	Maximizer	For me, excellence in any endeavor involves executing it in an orderly and precise manner. Quality can't be messy.

Jessica Shelton

Empathy	Developer	Human emotion and potential are invisible realities. I can help others express their feelings and reach their potential.
Empathy	Includer	My awareness of social dynamics and emotions enables me to know how people are feeling and to notice those who are excluded.
Empathy	Adaptability	Because I live primarily in the here and now, I have a keen sense of both situational and emotional realities.
Empathy	Achiever	My drive to get things done and produce results is always influenced by my awareness and expression of emotion.
Developer	Includer	I never allow my investment in the growth of others to be restricted or inhibited by prejudice or bias.
Developer	Adaptability	I am aware of and responsive to the situations that surround me and the potential in people near me.
Developer	Achiever	When I invest in the growth and progress of others, I increase the possibility that more work will actually get done.
Includer	Adaptability	I live fully in a circle called today, and I invite others to join me in that circle so no one will be left out.
Includer	Achiever	My desire and ability to get everyone on the team involved often ensures that all of the team's work gets done.
Adaptability	Achiever	I drive hard to complete tasks but I am also aware of present realities and responsive to immediate pressures.

Sarah Slaga

Restorative	Harmony	Problems are normal in life so I don't get upset. My practical, even-keeled approach calms others and promotes peace.
Restorative	Achiever	For me, a good day is getting everything on my to-do list done or fixing something broken. A great day is when I do both.
Restorative	Responsibility	I am willing to sacrifice and serve so that something or someone broken can be made whole.
Restorative	Discipline	When faced with the chaos of a problem, my precision, efficiency, and organization accelerate the return to normalcy.
Harmony	Achiever	I improve a team's productivity by working hard to manage the emotional tension that exists on every team.
Harmony	Responsibility	Others can count on me to build emotional environments that encourage cooperation and facilitate practical productivity.
Harmony	Discipline	I manage the important details of my life and the emotional variables of the groups I am in to foster efficiency.
Achiever	Responsibility	I get things done - sometimes because it feels so good and sometimes because I promised someone I would.
Achiever	Discipline	I accomplish more than others because I plan my work, and then I work my plan. My organization enhances my intensity.
Responsibility	Discipline	I love to use calendars and spreadsheets to make sure I accomplish my plans and meet my commitments to others.

Susan Sorlien

Responsibility	Arranger	When I facilitate the work of others, I feel a strong sense of ownership of both the process and results.
Responsibility	Achiever	I get things done - sometimes because it feels so good and sometimes because I promised someone I would.
Responsibility	Relator	The longer I serve customers, colleagues or friends, the more likely I am to appreciate them and the more likely they are to appreciate me.
Responsibility	Individualization	I am committed to the integrity of doing and the integrity of being. For me, the right fit involves my values and my identity.
Arranger	Achiever	I am personally productive because of my intense efforts, and I help groups be productive by coordinating others' efforts.
Arranger	Relator	Interacting with my closest friends is critical to my well-being, and engaging my teammates is critical to my well-doing.
Arranger	Individualization	I can form a great team by having the best soul at every role and, at the same time, the perfect role for every soul.
Achiever	Relator	For me, there is no better feeling than working hard with a few good friends to get a big job completed.
Achiever	Individualization	I am more effective at completing a task when I can work in a manner that fits who I am as a person.
Relator	Individualization	The nature of another person is easy for me to see, but I also want someone to know the real, authentic me.

Derek Stertz

Context	Strategic	While some only consider possibilities they can imagine, I embrace possibilities I remember from the past.
Context	Woo	My ability to build a growing social network means that my appreciation of the past is likely to be extended and preserved.
Context	Communication	I love to tell stories about the past because the more I tell them, the more I and others remember them.
Context	Connectedness	I view the world through a lens that gives me both a holistic global perspective and a historical retrospective.
Strategic	Woo	I'm at my best when I am engaged in a challenge that involves multiple options and requires me to interact with many people.
Strategic	Communication	I have many stories in my repertoire, but I sort through all of them to find the perfect one for each situation.
Strategic	Connectedness	In my quest to promote community, I consider all options, always looking for the best path leading to oneness.
Woo	Communication	My interactions with others are effective because I speak with clarity as well as with a pleasant charm.
Woo	Connectedness	Maybe I find it easy to meet new people because I often have a sense that we are already connected.
Communication	Connectedness	My conversations help create community. For a community to be healthy, it needs dialog.

Sandi Sustek

Connectedness	Includer	I am aware of people's inherent unity, but I also see their frequent exclusion of others. I believe that everyone belongs and is one of us.
Connectedness	Intellection	It is important for me to think deeply and personally about the global and spiritual nature of life.
Connectedness	Relator	I am a global and local citizen. I have compassion for those who are far away and intimacy for those who are near.
Connectedness	Learner	I am glad there are some things beyond my comprehension. I love to study, but I hate to know it all.
Includer	Intellection	I think best when I think alone, but I won't live in isolation or become an intellectual clique of one.
Includer	Relator	Socially inclusive, I see outsiders and welcome them into my circle. Socially selective, I invite friends into my heart.
Includer	Learner	I notice and invite outsiders into my social circle. I notice and assimilate new concepts into my sphere of understanding.
Intellection	Relator	Even though I find solitude conducive for clarifying my thoughts, it will never take the place of being with my friends.
Intellection	Learner	I am a student of the world in which I live, and I am a student of the world of thoughts which lives in me.
Relator	Learner	My deepest, longest friendships don't stagnate because I strive to discover something new about those who are familiar.

Marv Sytsma

Relator	Context	I enjoy the intimacy of a close relationship and the history of how that relationship evolved.
Relator	Futuristic	I often see visions in my mind of how members of my family or my closest friends can have better days in the future.
Relator	Arranger	Interacting with my closest friends is critical to my well-being, and engaging my teammates is critical to my well-doing.
Relator	Input	I value tangible, practical resources, but I also value the human resources of my close friends and family.
Context	Futuristic	My deep appreciation of the past is the breeding ground for my vision of tomorrow, the next chapter of history.
Context	Arranger	My appreciation and understanding of the past help me orchestrate the multiple surprising realities of the present.
Context	Input	With my collection of tangible resources and my recollection of historical facts, I may have exactly what others need.
Futuristic	Arranger	I form visions in my mind but I fulfill them only when I invite and equip others to do their best.
Futuristic	Input	When I anticipate and imagine, I create dreams, and when I gather tangible and useful resources, dreams become reality.
Arranger	Input	I contribute to a team's productivity by aligning the human resources and by providing the most useful tools and equipment.

Elisha Thomas

Developer	Empathy	Human emotion and potential are invisible realities. I can help others express their feelings and reach their potential.
Developer	Includer	I never allow my investment in the growth of others to be restricted or inhibited by prejudice or bias.
Developer	Belief	I want to make the world a better place, and I believe I do that best when I help other people realize their potential.
Developer	Responsibility	I am very good at serving others. Sometimes that means letting others serve me so they can make progress.
Empathy	Includer	My awareness of social dynamics and emotions enables me to know how people are feeling and to notice those who are excluded.
Empathy	Belief	My passion for my values emphasizes my emotionally expressive nature. Others know what I stand for and how I feel.
Empathy	Responsibility	How I respond to a person's needs is influenced by my understanding of what that person is feeling.
Includer	Belief	Even though I may disagree with others' values and convictions, it never causes me to disrespect or exclude them.
Includer	Responsibility	I am interested in serving those who are marginalized and invisible and who just plain fall through the cracks.
Belief	Responsibility	I make commitments to purposes I believe in and to people who ask for my help.

Ebony Vivens

Responsibility	Relator	The longer I serve customers, colleagues or friends, the more likely I am to appreciate them and the more likely they are to appreciate me.
Responsibility	Strategic	Creatively conscientious, I am often aware of the multiplicity of ways in which I can provide service or help.
Responsibility	Achiever	I get things done - sometimes because it feels so good and sometimes because I promised someone I would.
Responsibility	Analytical	I am a serious person who approaches life reasonably and honorably. I seek truth and speak truth.
Relator	Strategic	Conceptually, I love to consider the breadth of multiple options. Socially, I prefer deep connections with a few good friends.
Relator	Achiever	For me, there is no better feeling than working hard with a few good friends to get a big job completed.
Relator	Analytical	I often bring facts and logic to my close relationships. I believe that intimacy and objectivity can co-exist.
Strategic	Achiever	If at first I don't succeed, I try again. If I try again and still don't succeed, I consider my options and try one.
Strategic	Analytical	My mind can find a way through a multiplicity of future options and find truth in the complexity of a present reality.
Achiever	Analytical	My mind works over-time to understand how something works and my hands work over-time to get something accomplished.

Holly Watt

Includer	Empathy	My awareness of social dynamics and emotions enables me to know how people are feeling and to notice those who are excluded.
Includer	Positivity	I love to throw parties, and the best parties are those where all invited attend. When someone is missing, I miss some fun.
Includer	Woo	I gravitate toward the unknown and the distant. I go to some and enter their worlds and to others and invite them into mine.
Includer	Communication	When I have something to say, I want to say it in a way that everyone can access and understand.
Empathy	Positivity	I possess a keen sense of how others feel, and when sometimes emotions need to be lightened or lifted, I can do it.
Empathy	Woo	My emotional intuition adds value to my social initiative and influence. I can sense how the strangers I meet feel.
Empathy	Communication	I want to understand and be understood, so I express myself with words that clarify my mind and with emotions that reveal my heart.
Positivity	Woo	Socially and emotionally influential, I find it easy and enjoyable to meet a new person or to give hope to someone in despair.
Positivity	Communication	When I talk with others about what we have and what is working, it creates hope and restores energy.
Woo	Communication	My interactions with others are effective because I speak with clarity as well as with a pleasant charm.

Bob Widner

Maximizer	Relator	I am selective about work and friendships so I focus more on the quality of my results and relationships than on their quantity
Maximizer	Learner	I am naturally curious and I love to study. But conscious of ROI, I tend to be selective about what I study.
Maximizer	Achiever	I have high expectations for quality and quantity for myself and others. We must always do more and do better.
Maximizer	Deliberative	I proceed cautiously and thoroughly when quality absolutely cannot be compromised. Haste can make waste.
Relator	Learner	My deepest, longest friendships don't stagnate because I strive to discover something new about those who are familiar.
Relator	Achiever	For me, there is no better feeling than working hard with a few good friends to get a big job completed.
Relator	Deliberative	Trusting others takes some time for me because I only trust those I know well and I am careful about who I get to know.
Learner	Achiever	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Learner	Deliberative	I am open to new experiences and information, but I want adequate time to study them carefully and thoroughly.
Achiever	Deliberative	While I work with intensity and stamina, I don't want my work to be hurried. Working in haste can lead to waste.

Dympna Williamson

Learner	Achiever	When I am working on a task, I really want to get it done. When I'm exposed to something new, I really want to understand it.
Learner	Responsibility	I am at my best as a student when I commit to teaching others new information or concepts.
Learner	Analytical	Education is something I enjoy personally, but its ultimate value is something I must measure objectively.
Learner	Arranger	My willingness to learn something new helps me come up with new and better ways of getting things done when I lead others.
Achiever	Responsibility	I get things done - sometimes because it feels so good and sometimes because I promised someone I would.
Achiever	Analytical	My mind works over-time to understand how something works and my hands work over-time to get something accomplished.
Achiever	Arranger	I am personally productive because of my intense efforts, and I help groups be productive by coordinating others' efforts.
Responsibility	Analytical	I am a serious person who approaches life reasonably and honorably. I seek truth and speak truth.
Responsibility	Arranger	When I facilitate the work of others, I feel a strong sense of ownership of both the process and results.
Analytical	Arranger	I take puzzles apart to clarify and simplify. I put puzzles together to improve performance.

Allison Wittern

Empathy	Developer	Human emotion and potential are invisible realities. I can help others express their feelings and reach their potential.
Empathy	Strategic	When charting a course, I consider possible options in my head and anticipate emotional implications in my heart.
Empathy	Responsibility	How I respond to a person's needs is influenced by my understanding of what that person is feeling.
Empathy	Arranger	I am collaborative about productivity and intuitive about emotions. I notice when feeling influences doing.
Developer	Strategic	When I am preparing to help a person with his or her development, I evaluate all approaches before I invest in one.
Developer	Responsibility	I am very good at serving others. Sometimes that means letting others serve me so they can make progress.
Developer	Arranger	My best contributions involve getting the work done through people or getting the people done through work.
Strategic	Responsibility	Creatively conscientious, I am often aware of the multiplicity of ways in which I can provide service or help.
Strategic	Arranger	Before I seek to manage multiple realities, I consider and evaluate multiple possibilities. Before I juggle, I sort.
Responsibility	Arranger	When I facilitate the work of others, I feel a strong sense of ownership of both the process and results.

Jennifer Wood

Harmony	Discipline	I manage the important details of my life and the emotional variables of the groups I am in to foster efficiency.
Harmony	Responsibility	Others can count on me to build emotional environments that encourage cooperation and facilitate practical productivity.
Harmony	Belief	My core values are solid and unchanging. When I work with people who have different beliefs that I do, I strive for peaceful productivity.
Harmony	Developer	When I notice potential in a person, I invest in it. When I notice emotional friction in a group, I reduce it.
Discipline	Responsibility	I love to use calendars and spreadsheets to make sure I accomplish my plans and meet my commitments to others.
Discipline	Belief	The organized and efficient use of my time and money enables me to make generous contributions of both to serve others.
Discipline	Developer	I enjoy investing in the growth of others, and I am most effective when I follow a detailed, organized development plan.
Responsibility	Belief	I make commitments to purposes I believe in and to people who ask for my help.
Responsibility	Developer	I am very good at serving others. Sometimes that means letting others serve me so they can make progress.
Belief	Developer	I want to make the world a better place, and I believe I do that best when I help other people realize their potential.