

## Strengths: Balconies and Basements (in balance or over-calibrated)

### **Achiever**

Balcony: works tirelessly, committed, responsible (work ethic), keeps things moving forward  
Basement: judgmental, over-competitive, hard on self, finds identity only through achievement, never satisfied or at peace, can't say no, too concentrated on work

### **Activator**

Balcony: fired up, sparks energy of others, bold, courageous  
Basement: ready-fire-aim, leaves others feeling lost (they haven't caught up), doesn't think things through

### **Adaptability**

Balcony: loves change, flexible, goes with the flow, easy-going  
Basement: directionless, indecisive, sheep, inconclusive, whimsical

### **Analytical**

Balcony: thinks things through, logical, thorough, comfortable with numbers, figures, and charts, smart  
Basement: over-thinks, short, judgmental, never satisfied, too many questions

### **Arranger**

Balcony: makes sense of things, flexible, able to organize, constantly seeking best configuration for optimal efficiency  
Basement: doesn't like existing rules or procedures, changes priorities, lacks vision

### **Belief**

Balcony: ethical, compassionate, true to self and ideals, responsible  
Basement: stubborn, set in their ways, elitist, righteous  
(note: Belief can't work in org. where personal values/ethics are not in alignment)

### **Command**

Balcony: charismatic, willing to take charge, direct, inspirational, clear  
Basement: dominating, inflexible, not open to other views/ideas, rude, abrupt, stubborn

### **Communication**

Balcony: easy to talk to, presence, energizing and entertaining, charismatic, storyteller  
Basement: poor listener, needs to be center of attention, doesn't know when to be quiet, self-absorbed, show-off

### **Competition**

Balcony: keeps going, driven, motivated, pushes self  
Basement: gets identity from winning, sees everything as a competition, poor team player, puts down others, self-centered, confrontational

### **Connectedness**

Balcony: big picture thinker, sees things from spiritual perspective, easy going (doesn't sweat the small stuff), strong faith, helps others see purpose  
Basement: can miss seeing negatives, passive, wishy-washy

### **Consistency**

Balcony: fair and just, problem-solver, makes fair policy and rules  
Basement: needs everything to be "by the book", inflexible, unwilling to customize/individualize

**Context**

Balcony: historical frame of reference, understand how things came to be, can leverage knowledge and lessons of the past

Basement: uncomfortable with change, closed-minded, lives in the past, puts focus backwards

**Deliberative**

Balcony: discerning, identifies risk, good decision-maker, plans for the unexpected

Basement: aloof and disconnected from others, overly cautious, slow and afraid to act

**Developer**

Balcony: identifies and helps grow talent, teacher, coach, enjoys investing in others

Basement: wastes time on low-potential people, spectator, may not be individual contributor

**Discipline**

Balcony: high productivity and accuracy, loves structure, efficient planners, breaks down complex into steps

Basement: judgmental, overbearing, rigid, mechanized, can't handle change

**Empathy**

Balcony: healing presence, creates trust, knows what to say/do, customizes approach

Basement: caretaker, "soft", temperamental

**Focus**

Balcony: disciplined, determined, precise, knows what is important goal setter/getter

Basement: stressed out, absorbed, finds it hard to relax, intense

**Futuristic**

Balcony: visionary (even prophetic), inspiring, inventive, original

Basement: fantasist, out in left field, no practicality

**Harmony**

Balcony: great negotiator, grasps both sides of a situation, builds consensus, excellent facilitator

Basement: conflict-averse (sometimes to an extreme) weak, hesitant

**Ideation**

Balcony: quick thinker/learner, improves things, sees connections

Basement: lacks follow-through, can't stick things out, creates more work

**Includer**

Balcony: makes sure everyone is engaged, open and caring, sensitive, defends others

Basement: indiscriminate, indecisive, generous to a fault

**Individualization**

Balcony: understands uniqueness of all, knows one size doesn't fit all, appreciates differences

Basement: difficulty placing group above individual, difficulty in making people decisions

**Input**

Balcony: great resource, well-informed, excellent memory, mind for detail, collects interesting things, good conversationalist

Basement: can't distinguish worthless information, cluttered house-cluttered mind, boring

**Intellection**

Balcony: smart, enjoys musing, capable of deep and philosophical thought, able to work alone  
Basement: loner, delays action by over-thinking, not a good team player

**Learner**

Balcony: loves learning, quick to grasp new ideas, interested and intrigued by life  
Basement: know it all, doesn't produce results

**Maximizer**

Balcony: focuses on mastery and success, strives for excellence  
Basement: overly perfectionist, nothing is ever good enough, constantly reworking

**Positivity**

Balcony: excited, Balconyhearted, energetic, generous with praise, sees positives  
Basement: difficulty dealing with negativity, artificial, naïve, superficial

**Relator**

Balcony: deep relationships, naturally caring and trusting, forgiving, bighearted  
Basement: prone to cliques, favors those they know deeply over less familiar people

**Responsibility**

Balcony: trustworthy, committed, accountable, self-determining, conscientious  
Basement: difficulty delegating and trusting (micro-manager), obsessive, can't say "no", take on too much, over commits out of fear things won't get done

**Restorative**

Balcony: problem solver, troubleshooter, focused on finding enhancements and solutions  
Basement: over-focused on weaknesses, negative, critical, blaming

**Self-Assurance**

Balcony: confident, able to take risks, knows where they are going  
Basement: superior, over confident, stubborn, arrogant

**Significance**

Balcony: guides people to outstanding performance, focused on what is important, independent  
Basement: craves recognition, self-focused, needy, gets identity through others views

**Strategic**

Balcony: sees the way to go as well as alternatives and different paths, intuitive  
Basement: overly quick decisions, doesn't connect the dots for others, gets set on a solution (closed-minded)

**Woo**

Balcony: extrovert, people-oriented, loves to network, quickly builds connections  
Basement: doesn't get to know people deeply, shallow, fake