### STRENGTH THEMES: Balcony and Basement*

<table>
<thead>
<tr>
<th>Theme</th>
<th>Balcony</th>
<th>Basement</th>
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</thead>
<tbody>
<tr>
<td>Achiever</td>
<td>tireless, strong work ethic, leads by example, go-getter, hungry</td>
<td>unbalanced, brown-noser, overcommitted, can’t say no, burning the candle at both ends, too concentrated on work</td>
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<tr>
<td>Activator</td>
<td>self-starter, fire-starter, energy source, fearless</td>
<td>ready-fire-aim, loose cannon, speak before you think, in left field (because others haven’t caught up)</td>
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<tr>
<td>Adaptability</td>
<td>flexible, comfortable in times of change, easy to get along with, go with the flow</td>
<td>directionless, indecisive, sheep, inconclusive, whimsical</td>
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<tr>
<td>Analytical</td>
<td>well thought out, logical, deep, thorough, comfortable with numbers, figures, and charts, smart</td>
<td>rude, short, tough, never-satisfied with the answer, too many questions</td>
</tr>
<tr>
<td>Arranger</td>
<td>flexible, organizer, juggler, aligning and realigning tasks to find the most productive configuration possible, efficient, conductor</td>
<td>lack of structure, too flexible, don’t follow the existing rules or procedures, constantly changing priorities, lack of vision</td>
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<tr>
<td>Belief</td>
<td>passionate, steadfast, know where they stand, altruistic, family-oriented, ethical, responsible</td>
<td>stubborn, set in their ways, elitist, unaccepting of other ideas, opinionated, goody-two-shoes</td>
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<tr>
<td>Command</td>
<td>charisma, direct, driven, inspirational, easy to follow, clear, concise</td>
<td>bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn</td>
</tr>
<tr>
<td>Communication</td>
<td>storyteller, great presence, easy to talk to, energizer, entertaining, charismatic</td>
<td>blabbermouth, poor listener, self-absorbed, show-off, always needs attention</td>
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</tbody>
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*The words listed beside “balcony” or “basement” are the perceptions of others towards the strength theme. Increased Understanding = Decreased Judgment*
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<th>Attribute</th>
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<td><strong>Competition</strong></td>
<td>driven, motivated, number one, measurement-oriented, winner</td>
<td>sore loser, not a team player, puts down others, self-centered, confrontational</td>
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<tr>
<td><strong>Connectedness</strong></td>
<td>spiritual, &quot;doesn't sweat the small stuff&quot;, strong faith, always looking at the big picture, helps others see purpose</td>
<td>passive, naïve, too idealistic, wishy-washy</td>
</tr>
<tr>
<td><strong>Consistency</strong></td>
<td>just, problem-solver, policy maker</td>
<td>&quot;by the book&quot;, inflexible, unwilling to customize/individualize</td>
</tr>
<tr>
<td><strong>Context</strong></td>
<td>has a robust historical frame of reference, learns lessons from the past, knows how things came to be, can leverage knowledge of the past</td>
<td>slow to move and react to change, closed-minded, lives in the past</td>
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<tr>
<td><strong>Deliberative</strong></td>
<td>good judgment, identifies risk, makes solid decisions, can plan for the unexpected</td>
<td>standoffish, aloof, cautious, slow, introverted, afraid to act</td>
</tr>
<tr>
<td><strong>Developer</strong></td>
<td>grows talent in others, teacher, coach, enjoys helping others succeed, invests in others</td>
<td>not an individual contributor, wastes time on low-potential people, spectator</td>
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<tr>
<td><strong>Discipline</strong></td>
<td>high productivity and accuracy b/c of ability to structure, breaks down complex into steps, great planners, promotes efficiency</td>
<td>overbearing, rigid, mechanized, can't handle change</td>
</tr>
<tr>
<td><strong>Empathy</strong></td>
<td>creates trust, brings healing, knows just what to say/do, customizes approach to others</td>
<td>&quot;soft&quot;, moody, over-involved</td>
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<tr>
<td><strong>Focus</strong></td>
<td>point person, disciplined, purposeful, laser-like precision, identifies important areas quickly, goal setter and goal getter</td>
<td>absorbed, tough to relax, intense, stressed</td>
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</table>
Futuristic
Balcony: imaginative, creative, visionary, even prophetic, inspiring
Basement: dreamer, "Fantasy Island", out in left field, lacks pragmatism

Harmony
Balcony: negotiator, can see both sides of a situation, great at asking questions, able to arrive at consensus, great facilitator
Basement: weak, indecisive, non-confrontational, avoids conflict

Ideation
Balcony: improves on the existing, learns quickly, agile mind
Basement: serendipitous, lacks follow-through, creates more work

Includer
Balcony: invites others in, caring, engages others, sensitive, takes up for others
Basement: indiscriminate, unable to decide, generous to a fault

Individualization
Balcony: sees the uniqueness in all individuals, intuitively knows that “one size doesn’t fit all,” appreciates the differences in others
Basement: unable to synthesize when it comes to people, has difficulty placing group above individual, difficulty in making people decisions

Input
Balcony: great resource, knowledgeable, excellent memory, mind for detail, collects interesting things, excellent conversationalist
Basement: knows a lot of worthless information, packrat, cluttered house-cluttered mind, boring conversationalist

Intellecction
Balcony: excellent thinker, enjoys musing, capable of deep and philosophical thought, able to work alone
Basement: a loner, slow to act or wastes time thinking too much, isolated, doesn’t work well with others

Learner
Balcony: always learning, catches on quickly, interested in many things, finds life intriguing
Basement: a know it all, lacks focus on results, learns a lot - produces little, bookish

Maximizer
Balcony: mastery, success, excellence, working with the best
Basement: perfectionist, picky, never good enough, always reworking
Positivity
Balcony: enthusiastic, lighthearted, energetic, generous with praise, optimistic
Basement: insincere, naïve, superficial, Polly Anna

Relator
Balcony: caring, trusting, a great friend, forgiving, generous
Basement: lives in a clique, crony, has an inner circle, plays favorites

Responsibility
Balcony: committed, accountable, independent, trusted, conscientious
Basement: micro-manager, obsessive, can't say "no", take on more than you can chew

Restorative
Balcony: problem solver, troubleshooter, finds improvements and solutions
Basement: focuses on weaknesses, punitive, negative, critical

Self-Assurance
Balcony: self-confident, strong inner compass, risk-taker
Basement: arrogant, self-righteous, over confident, stubborn

Significance
Balcony: seeks outstanding performance, does things of importance, independent
Basement: recognition hungry, self-focused, needy

Strategic
Balcony: anticipates alternatives, intuitive, sees different paths
Basement: jumps to quick decisions, difficult to understand their thinking, closed-minded

Woo
Balcony: outgoing, people-oriented, networked, rapport-builder
Basement: fake, shallow, does not care about deep relationships