

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: flexible, organizer, juggler, aligns and realigns tasks to find the most productive configuration possible, efficient, conductor

Basement: lacks structure, too flexible, doesn't follow the existing rules or procedures, constantly changes priorities, lacks vision

Belief

Balcony: passionate, steadfast, knows where they stand, altruistic, family-oriented, ethical, responsible

Basement: stubborn, set in his or her ways, elitist, unaccepting of other ideas, opinionated, goody-two-shoes

Command

Balcony: charisma, direct, driven, inspirational, easy to follow, clear, concise

Basement: bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn

Communication

Balcony: storyteller, great presence, easy to talk to, energizer, entertaining

Basement: blabbermouth, poor listener, self-absorbed, show-off, always needs attention

Competition

Balcony: driven, motivated, number one, measurement-oriented, winner

Basement: sore loser, not a team player, puts down others, self-centered, confrontational

Connectedness

Balcony: spiritual, "doesn't sweat the small stuff," strong faith, always looking at the big picture, helps others see purpose

Basement: passive, naïve, too idealistic, wishy-washy

Consistency

Balcony: just, problem-solver, policymaker

Basement: "by the book," inflexible, unwilling to customize/individualize

Context

Balcony: has a robust historical frame of reference, learns lessons from the past, knows how things came to be, can leverage knowledge of the past

Basement: slow to move and react to change, closed-minded, lives in the past

Deliberative

Balcony: good judgment, identifies risk, makes solid decisions, can plan for the unexpected

Basement: standoffish, aloof, cautious, slow, introverted, afraid to act

Developer

Balcony: grows talent in others, teacher, coach, enjoys helping others succeed, invests in others

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

Discipline

Balcony: high productivity and accuracy because of ability to structure, breaks down complex into steps, great planners, promotes efficiency

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

Empathy

Balcony: creates trust, brings healing, knows just what to say/do, customizes approach to others

Basement: "soft," moody, over-involved

Focus

Balcony: point person, disciplined, purposeful, laser-like precision, identifies important areas quickly, goal setter and goal getter

Basement: absorbed, tough to relax, intense, stressed

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, nonconfrontational, 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

Intellection

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

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: micromanager, obsessive, can’t say “no,” takes on too much

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 his or her thinking, closed-minded

Woo (winning others over)

Balcony: outgoing, people-oriented, networker, rapport-builder

Basement: fake, shallow, does not care about deep relationships

*Source: Strengthfinder: <http://strengths.gmu.edu/wp-content/uploads/2016/06/Balcony-Basement-Strengths-Handout.pdf>