

Theme Contributions and Needs
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	I Bring This is what I can contribute (The value I add)	I Need This is what I need (My Energizers)
Individualization	<p>An understanding of people that is valuable for placement. A perception of the talents in others. A tailored approach for each person. A way to easily figure out how different people can work together productively. An eye for the uniqueness in people, data or objects.</p>	<p>Flexibility to customize the approach with each individual. Venues to identify and put to use each individual's unique strengths. Freedom to treat each person differently.</p>
Connectedness	<p>A big picture perspective. An integration of parts into wholes. A considerate, caring and accepting approach. A desire to be a part of something bigger than myself. An appreciation of the mystery and wonder of life and all creation.</p>	<p>Opportunities to build bridges between people and groups. Recognition of being part of something bigger than myself: a family, a team, an organization, a global community. The freedom to make a greater contribution to projects, organizations, and causes.</p>
Restorative	<p>Order out of chaos. A solution oriented mindset. A sense of calmness with courage and creativity to problematic situations. Comfort with identifying and removing obstacles that others may not detect.</p>	<p>Problems that must be solved. Acceptance that there is a problem. Situations to turn around that others avoid. Opportunities to analyze symptoms, identify what is wrong and find the solution.</p>
Adaptability	<p>Ability to quickly change and respond. A willingness to follow the lead of change. Productivity, even through the unexpected. Calmness in the face of change. A sense of discovery, one choice at a time.</p>	<p>A fluid, ever-changing environment. Freedom to make changes midcourse. Opportunities to respond to the here and now. Pressures that demand an immediate response.</p>
Strategic	<p>An ability to recognize patterns of data and determine the best way to proceed. Flexibility to find an alternative way forward. A creative anticipation of what may happen. A willingness to consider all of the possibilities.</p>	<p>Opportunities to see the big picture and play out alternative scenarios. Freedom to make mid-course corrections. Challenges to navigate through. Ownership to set the direction.</p>

Themes 1 - 5