

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)
Analytical	<p>A logical and objective approach. Simplicity in the midst of complexity. Objective thinking to emotional issues. An urge to get to the root of the problem. An ability to think about all of the factors that might affect a situation.</p>	<p>Time to think. Data and facts to prove ideas. Exact, well-researched numbers. Patience as I collect the evidence. Information about all of the factors affecting a decision.</p>	
Relator	<p>Social depth and transparency. Informality that sets others at ease. Solid, genuine, and mutually rewarding relationships that foster trust. An ability to work hard with friends to achieve goals.</p>	<p>Opportunities for one on one interactions. Time to learn about the goals of others. Outlets to learn about the talents and strengths of those around me. Opportunities to form meaningful, close relationships with colleagues. People to be valued over processes.</p>	
Context	<p>An understanding of the link between the past and the future. An appreciation of predecessors and prior events - looks backwards to solve a problem. Accurate memories and valuable memorabilia. Relevant information for decision-making.</p>	<p>Time to orient to the present. Opportunities to ask questions. An understanding of the history in order to proceed. Chances to explain the thinking behind my actions. Relevant background information for discussions and decisions.</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>	
Developer	<p>A desire to help others grow. Patience with the inexperienced. An awareness of improvements in others. A commitment (time and energy) in helping others improve.</p>	<p>Someone to invest in. Interactions with others. Freedom to encourage others' development. Opportunities to recognize and praise others.</p>	

Themes 1 - 5

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