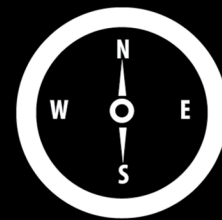


RAW VS. DEVELOPED



THEME	RAW (uninformed, inexperienced, self-oriented, unproductive)	DEVELOPED (well-informed, more practiced, others-oriented, productive)
Achiever	I must keep busy doing anything.	I must produce needed results.
Activator	Pushes impulsively, impatiently & indiscriminately.	Pushes intentionally, urgently & relevantly.
Adaptability	My attention span may be short.	My intense, real-time awareness helps me to respond with immediacy.
Analytical	Constantly questions & is seldom satisfied with answers.	Makes meaningful sense of complex realities.
Arranger	I shake things up because I am bored.	I manage the dynamic multiplicity of people, process & productivity.
Belief	Moves away from or against those with differing values.	Moves towards and engages those with differing values.
Command	Resists external authority or control.	Exerts authority and control in situations where they are lacking.
Communication	I get into trouble for not being quiet.	My words build understanding, relationships & inspiration.
Competition	I despise losing and the people who defeat me. Feels bad after a loss.	I despise losing but respect those who defeat me. Remembers bad feeling from a loss and uses it as a source of motivation for doing better next time.
Connectedness	Awareness of spiritual forces and voices.	Submits to spiritual forces and follows spiritual voices.
Consistency	Follows the letter of the law. Enjoys unchanging predictable environments.	Follows the spirit of the law. Demands fairness for people & efficiency of performance.
Context	My love of yesterday keeps me from moving forward.	My memory insures that the best of the past will be preserved.
Deliberative	Sensitive to the scary, risky nature of the world. I am cautious because I scare easily.	Careful vigilance that protects and prevents. I am cautious because I care deeply.
Developer	The key to growth is my investment. All potential is equally important.	The key to growth is someone else's potential. Wisely chooses in whom to invest in order to maximize resources.
Discipline	If my world is out of order, I'm a mess.	When someone's world is a mess, I can help restore the order.

Empathy	Tears express my own sorrow, anger and joy.	I weep with those who weep and rejoice with those who rejoice.
Focus	My concentration causes me to be socially & intellectually isolated.	I am intentional about important priorities.
Futuristic	Uses imagination to escape the prison of today. Escapes reality by living in a dream world.	Uses imagination to cast a vision of a better tomorrow. Creates a better world by transforming dreams into reality.
Harmony	I need peace.	I bring peace.
Ideation	I am fascinated by a world of fantasy.	I use my ability to imagine and innovate to make a reality better.
Includer	I dislike segregation.	I promote and facilitate integration.
Individualization	Intrigued by a tree, but oblivious to the forest.	Helps a tree to stand out within a forest.
Input	I collect stuff.	I collect stuff that has utility & I share it with those how might benefit from that utility.
Intellection	My need for introspection keeps me from interaction.	My deep self-reflection is a prelude to deep conversation.
Learner	Curiosity that dissolves into fickle boredom.	Fully explores something new in order to fully explain to someone.
Maximizer	Impatient with weakness & critical of those who are weak.	Grateful stewardship of that which is strong.
Positivity	Unhappy people make me unhappy, so I avoid them.	I make unhappy people happy.
Relator	Most comfortable with one's friends.	Most able to comfort one's friends.
Responsibility	Feels external pressure to do the right thing.	Feels internal pleasure when doing the right thing.
Restorative	Has an eye for what is wrong, but lacks the solution or effort to fix it.	Sees brokenness and contributes to healing.
Self-Assurance	I may be wrong, but I doubt it.	A certainty that is open to being made more certain.
Significance	I feel good when I am seen & heard.	I do good when my face & voice gain attention for the cause.
Strategic	The pursuit of the best path delays the start of the journey.	Broad consideration, rapid elimination, real initiation.
Woo	Social courage without reason or cause.	Intentional social initiative that builds a supportive social infrastructure.

Next steps.

1. Where do you fall on a scale of raw to developed for each of your top five talents? For example, if raw was a "1" and developed was a "5" on a five-point development scale, what score would you give yourself?
2. Consider how the development of your talents impacts your ability – in positive and negative ways – to accomplish your goals.
3. How could you grow your talents to a more developed state?