

“I am Sent”

High5Test & Strengths Finder

Hybrid Definitions

1 Achiever People strong in Achiever have a great deal of stamina and work hard. They take great satisfaction from being busy and productive. Everyday is viewed as an opportunity to achieve...anything. For you, rest is not an option until you've achieved your objectives. This strength pushes you through obstacles, setbacks and weariness.

2 Analyst/Analytical Analysts are energized by getting to look for simplicity and clarity through a large amount of data. You look for and find patterns and correlations. Analyst are frustrated when someone asks them to follow their heart rather than logic and proven facts. Data allows you to remain objective when others are too easily swayed. You're the person who prevents companies and organizations from wasting time and energy chasing fanciful dreams.

3 Arranger People strong in Arranger have the ability see seemingly disparate parts and put them together in such a way as to maximize productivity and order. This usually comes with the complimentary strength of flexibility. You're always adjusting and looking for the best way forward.

4 Believer/Belief Actions of Believers are driven by their core values. They give your life meaning and satisfaction. These beliefs give you guidance and mean more to you than money or success. You will not compromise or sacrifice your beliefs at the altar of success. Your work or mission must mesh with your values and if it doesn't, you will simply leave. Some people call you the person of purpose. Correspondingly, you choose people you spend time with and companies you work for with respect to the alignment to these values. It makes you very trustworthy and reliable in any environment.

5 Brainstormer/Ideation Brainstormers are excited when asked to come up with new no-limits ideas and to connect the seemingly un-connectable. You enjoy giving others new perspectives that are often outside the box. You value creativity and originality. Brainstormers get quickly bored by standard practices or closed minded people. When all else has failed and every rock has seemingly been turned over, you're just beginning.

6 Catalyst/Activator Your objective is to act and to initiate action. You cannot wait until the discussions are over, wondering when we can actually start doing something. Undoubtedly, sometimes the progress could be achieved in a meeting room, but deep down in your heart you know it's the action that leads to tangible results. You don't wait until all your questions are answered. You make a decision, take

action, look at the result and you learn on the go. This strength of transforming intangible ideas into tangible actions is invaluable in every team. It's all because you believe that you will be evaluated by what you get done, not what you say or what you think.

7 Chameleon/Adaptability Chameleons draw excitement from constantly changing environments, surprises, unexpected detours and working 'on the fly'. In fact, you thrive in those situations. You're drawn to pioneering efforts. You are bored to tears by predictability and routine. You are flexible. You understand that change and unforeseen challenges are inevitable. You welcome them.

8 Coach/Developer Coaches enjoy discovering the potential in other people and cultivating their growth. You find it hard to accept when this potential is being wasted. When you interact with others your motivation is for them to experience success. You are always looking for the best way to push them further down the road toward their full potential.

9 Commander/Command Commanders love to take charge. You have no reservations about imposing your views on others. You're candid. You don't back away from conflict for you believe it is the first step toward resolution. You push people to take risks. To face realities head on no matter how unpleasant they may be. People will often readily hand you the reins for they know you won't back down.

10 Connectedness People with Connectedness see the hidden links between all things. They believe there are few coincidences and that almost every event has a reason or purpose. Everything and everyone is connected to something larger than itself and therefore we need each other. These connections must be sought out and utilized for we all are dependent on them in some way.

11 Consistency Those with the strength of Consistency are keenly aware of the need to treat all people the same. They treat everyone fairly by setting up clear, consistent rules/procedures and ensure they are followed. Justice, equity, fairness are regularly in your vocabulary. You're sensitive to the fact we all have worth and strive to ensure dignity and value are experienced by all.

12 Context People strong in Context understand how important knowledge of the past is to the current and desired future. They enjoy thinking about and analyzing the past in order to bring clarity and solutions to the present and for the future. Looking back gives you perspective. You see it's value. Without it, the present is unmanageable. Looking back enables you to inform others on how we got "here" and how to move forward.

13 Deliberative Those with Deliberative as their strength take serious care in making decisions and choices. You are this way because you know how quickly things

can go awry. The world is an unstable, constantly changing place. You feel the weight of that and it keeps you vigilant. You're always assessing risk and planning accordingly. You weigh all options thoroughly. You are able to help others with their decisions with your "eyes wide open" perspective.

14 Deliverer/Responsibility Your objective is to take responsibility. If there is a person who is emotionally bound to follow through on all promises - then it's you. Your strong ethical principles do not let you simply write missteps off on excuses and rationalizations. You can't quite live with yourself if you don't follow through and won't rest until restitution is made. Your good name depends on it. It holds true no matter how small or large is the issue you are dealing with. That's why people love to have you on their team. When assigning new responsibilities, they look at you first. They are 100% sure that whatever arrives on your desk - will get done no matter what.

15 Empathizer/Empathy Empathizers have the ability to sense what others are feeling. You are able to grasp their perspective at a visceral level. You don't necessarily agree with them but you get where they are coming from. When they struggle for words you are able to express what they are feeling for them. You ensure they are heard. Those with this strength are frustrated when asked to disregard feelings and emotions and follow strict logic. Because of your empathy others will readily confide in you.

16 Focus Expert/Focus Focus Experts need a destination or an end goal. You ask yourself regularly, "Where am I headed and what will get me there?" You ask yourself every day if what you are doing brings you closer to your destination and lack of such a destination can create real confusion in your mind. Therefore, weekly, monthly, annual goals are your biggest friends. Goals also help you to filter out what is important and what is not. You thrive in situations where you can focus on one project taking it to the finish line. You're a valuable member to a team for you keep everyone on point. You are able to discern and filter out distractions that will keep you from your goals. As such, you are efficient.

17 Futuristic People with the Futuristic strength are visionaries. They enthusiastically think about the "what could be." That thought is what motivates your mind to dream. The possibilities inherent with the future excite you. Those with this strength are able to shake people and organizations from the status quo. They are able, when they choose their word pictures carefully, to describe a desired future reality that inspires others with what they see.

18 Includer The Includer strength means you notice others who are left out. You see the value in bringing in anyone and everyone. In your mind, the circle can't be too wide. In contrast, you avoid those people and groups that are not inclusive. Judging others on anything other than character is abhorrent to you. You want everyone to feel the benefits of the group.

19 Individualization Individualization is a great strength to have if you're responsible for putting people in strategic positions. Because you see the uniqueness of each person it allows you to build effective teams. Seeing what each person brings to the table enables you to place them where they will be most productive and fulfilled. This strength also enables you to communicate effectively to different individuals and groups.

20 Input People with the Input strength are collectors. It could be tangible trinkets or ideas and information. You collect things that are of interest to you and you are someone with many. You store these things away so that if/when the need arises you'll be ready to provide.

21 Maximizer Maximizers are great at recognizing things or people with great ability or above average talent and then seek to take them to the next level. They don't like to coach or develop just anything or anyone, only those that are already ahead of the game. They are compelled to move others from good to great.

22 Optimist/Positivity Optimists enjoy doling out praise and are quick to point out what's right and good about people and/or the situations they find themselves in. They are quick with a smile and grateful for what they have. You find it hard to be around people who constantly pick out what's wrong in everything but still they won't get you down. Your optimism won't allow it. Others are drawn to your energy and enthusiasm because it's uplifting and even contagious.

23 Peace Keeper/Harmony Your objective is to solve conflicts and to establish harmony. Peace Keepers are masters at finding areas of agreement. You look for common ground steering clear from conversations and areas of conflict since nothing can be gained from it. You get frustrated by how much time and energy is wasted when people impose their views on others. Therefore, you always seek for common ground with others, even if it comes at a sacrifice of your own opinion for the sake of harmony and balance. You are one of those people with a strong sense of forgiveness. Harmony is your guiding value. Your talent helps to minimize rocking of the team boat and mitigate conflicts on board as you search for win-win solutions for everyone.

24 Philomath/Learner Philomaths are in love with learning, exploring many interests, following new paths and learning as many things as possible. Others are amazed by your random or obscure bits of knowledge. You are energized by simply moving forward from ignorance to competence but not necessarily mastery. You get antsy when you're not learning something new. Thanks to this strength, you learn very fast and thrive in short projects and dynamically changing environments. You're the one people turn to when research is necessary.

25 Problem Solver/Restorative Problem Solvers love finding bugs, uncovering flaws, diagnosing problems and finding solutions to them. You find great satisfaction in taking something that's broken or ineffective and either restoring it to its former glory or making it run the way it was intended. They find it hard to keep going when problems or issues are swept under the rug and ignored. You love saving things from the ash heap. You're who people turn to when all is seemingly lost.

26 Relator This strength describes your perspective on relationships. You have a small inner circle of friends and prefer it that way. It's not that you don't like meeting new people it's that you prefer depth over quantity. You are comfortable with and encourage intimacy in your friendships. You encourage authenticity in your relationships by being vulnerable first. You're often the first person people open up to with real struggles.

27 Self-Believer/Self-Assurance Self-Believers are independent and self-sufficient people. They have great confidence in their strengths. They know they can "make it happen." They also trust their judgment. You believe your perspective is unique and distinct. Others don't see what you see so no one can tell you what to think. They can guide or suggest but ultimately you will make your own decision. This aura of certainty means you're not easily swayed. It keeps you on course despite the pressures and obstacles in your path. In situations where most wither, you thrive.

28 Significance This strength manifests itself in your drive. You want to know your life has purpose and meaning. That it will count in the eternal...that it is and will be significant. People with this strength want to be recognized, not in a narcissistic way but as a natural outcome of your accomplishments. People with this strength will never settle for the mediocre. Goals and achievement are the norm for you and keep you climbing higher and higher.

29 Storyteller/Communication Storytellers are masters of communication. They like to host, speak in public, write and to be listened to. You feel a need to bring ideas and concepts to life in a way that inspires the listener to act. Words and metaphors are important to you. Storytellers are drained by situations that do not allow them to express themselves through words. You're able to cast a compelling vision and paint a picture of a desired future reality. You can communicate hope.

30 Strategist/Strategic Strategists have the ability to see the big picture. While others see clutter, you see patterns and connections. This is instinctual for you. It enables you to find the best route through the maze of information to the desired outcome. Because of your 20,000 foot view, you can see or predict potential obstacles and are able to steer clear. Strategists often make good consultants. Ultimately, where others stand paralyzed by the enormity of a task or problem, you clearly see the right path and therefore can wade in confidently.

31 Thinker/Intellection Thinkers gravitate toward inward mental activity. They enjoy and even need to spend time alone thinking. You often pose questions to yourself, processing through what you know and what you need to know. This can take you down many paths. This process can often lead others to think you're disconnected from the present when in reality you're processing a point or an idea that was just presented. Thinkers find it hard to work in teams where acting before thinking is the norm. You're often the last to speak shining light into a corner of an overlooked part of the problem. You make sure others think before they leap.

32 Time Keeper/Discipline Nothing excites the Time Keeper more than meeting the deadline. They enjoy setting up processes, timelines, and plans to ensure that deadline is met. Because of your dislike for chaos and surprises, you love to plan. You don't necessarily need to control everything and everyone, but there must be order and predictability in the world around you. If you set up plans, you make sure you follow them through thoroughly. Your need for structure becomes very useful in a team or a project since you can bring order and discipline to maintain progress and productivity.

33 Winner/Competition The Winner strength means you are acutely aware of where you stand in comparison to others. Meeting your goal feels unsatisfying if someone else outdistanced yours. You like and need other competitors in your life because of this strength. You often turn mundane tasks into games or challenges because the feeling of competition is essential for you. In fact, you feel unmotivated in environments with no defined measure of success. This strength pushes others you're around to achieve beyond their capabilities.

34 Woo Woo means "winning, others, over." You love meeting new people. You're the initiator. Your goal is to have people think positively about you and to build rapport. You're intimidated by no one. In fact, the more "important" the person is the more likely you are to venture in. You're never at a loss for words and few subjects are off limits. People are drawn to you because of your obvious desire to get to know them.