

How the 34 Strengths Deal with Change

While change is inevitable, each of the 34 strengths deals with change in a different way. Some rush in, some hold back, some bring others along. The key to great change management is utilizing the strengths in a positive way. Here are starter ideas on how the strengths deal with change. At the end of the list, you can come up with your own ideas.

Starter Ideas

Achiever®:	Doesn't want to be slowed down; show how the change will make them more productive
Activator®:	Able to act on change quickly; eager to move so give timeline
Adaptability®:	Flexible and adaptable; can create confidence that the change will be okay
Analytical®:	Needs to understand the causes and reasons for the change; give time to consider the factors
Arranger®:	Can handle change well, but needs to understand the impact on all the moving parts they are juggling
Belief®:	Can be stubborn if change interferes with personal or organizational values; show how change aligns with values
Command®:	Prefers direct communication and room to speak up; doesn't like change being done to them if not bought in
Communication®:	May be critical if change isn't communicated clearly; can be a powerful partner in shaping messaging to others
Competition®:	Focused on exceeding past performance; show how the change will help to achieve goals
Connectedness®:	Sees all things as connected; can help others see that change is a natural part of the story
Consistency®:	May be resistant to the change's effects on current procedures; involve them in adjusting policies to the new situation
Context®:	Likely to remember past changes and how they were handled; ask for insight into making it smooth

Deliberative®:	May be very averse to change; give reasons and time to process the change
Developer®:	Drawn to the potential in others and changes that help foster growth; will support efforts toward development
Discipline®:	Used to order, structure, and routine, change may feel painful; help them to develop a new routine
Empathy®:	Attune to the feelings and perspectives of others; consult them to understand how the change will affect the people
Focus®:	May see change as a distraction from current work or goals; message the change as an advantage not an obstacle
Futuristic®:	Is open to the possibilities of change; help them see the future vision of where the change will lead
Harmony®:	Uneasy with change if it disrupts peace; can mediate between different parties
Ideation®:	Open to change and new possibilities; good at brainstorming ideas related to the change
Includer®:	Watching for who is left out of the message or who doesn't buy in; will want to know the benefits are for everyone
Individualization®:	Will think about the change's effects on everyone; attune to who can play roles in the change process
Input®:	Can gather information about the change process; will be valuable in sharing knowledge with others
Intellection®:	Enjoys intellectual debate and conversation; give space to discuss the change and answer questions
Learner®:	Open to change that brings a new frontier; have a special capacity for adopting new information
Maximizer®:	Welcomes change that improves quality and efficiency; can influence others to embrace change that delivers the best
Positivity®:	Optimistic and hopeful about change; help others see the upsides
Relator®:	Enjoys working toward common goals; share the importance of unity and connection through the change process

Responsibility®:	Thorough and complete in their approach; they can help deliver a comprehensive change process
Restorative™:	Open to change that fixes problems; communicate to them what is broken and how change will fix it
Self-Assurance®:	Naturally confident and secure; can help others feel the same amid uncertainty
Significance®:	Focused on making maximum impact; show how the change will enable greater impact
Strategic®:	Spots options and selects the best path forward; probably knew a change was coming before it was announced
Woo®:	Fairly comfortable with change; can socialize a positive concept of change among the people

My Turn

Talent Theme:

Change Idea:

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