

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

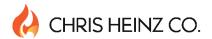
natural part of the story

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

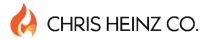
influence others to embrace change that delivers the best

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: