

Nolan Hergert – Information on Your Signature Themes

R	Theme	Productive	Non-Productive
1	Restorative	Restorative talents are valuable because through them you are energized, rather than defeated, by problems.	Other people may not like the fact that you can so quickly determine the problems and weaknesses in people, situations, and organizations. They may find this ability embarrassing, even if your assessments and solutions are accurate.
2	Learner	Learner talents are valuable because they propel you to thrive in a dynamic world where learning is a necessity. You can learn a lot in a short period of time.	You can get frustrated about wanting to learn so many different things because you fear you'll never be an expert.
3	Relator	Relator talents are valuable to organizations, groups, and individuals because they foster interpersonal relationships that lead to productivity.	Some people may feel threatened or uncomfortable because they can't bring themselves to have the close, intense personal relationships that you thrive on.
4	Adaptability	Adaptability talents are valuable because they allow you to keep moving forward when the unexpected happens. You can move ahead in a world of unknowns and seemingly unfair treatment when others would give up. You can deal with everything from injustices to crises and still find a way to make progress.	Your "go with the flow" attitude may seem like irresponsibility to those who like structure and predictability.
5	Input	Input talents are valuable because they keep your mind active and lead you to become knowledgeable. You are likely to become an expert in one or more areas.	You may have difficulty getting started or completing a project because you feel like you never have enough information. Going to a library or "surfing the Net" may turn into hours once your curiosity takes off, and you may have difficulties filing and housing all of the new information and ideas you acquire.

The following link will take you to a page that lists all 34 themes. You can click on one of the themes and get more information on it.

<http://businessjournal.gallup.com/content/102310/clifton-strengthfinder-book-center.aspx>

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Source: Strengths Finder Theme Insights

Nolan	Restorative	Learner	Relator
I am (being)	Not intimidated by points of pain or dysfunction	One who enjoys the experience of being a learner	Genuine and authentic
I will (doing)	Look for the bug in the system, diagnose what ails	Follow the things that interest me	Get to know more about the people closest to me
I bring (contribution)	Courage and creativity to problematic situations	A learning perspective	Social depth and transparency
I need (requirement)	Problems that must be solved	Exposure to new information and experiences	Time and opportunities for one-on-one interactions
I love (value)	Finding solutions	To live on the frontier/the cutting edge	Close, caring, mutual relationships
I hate (value)	The idea that problems will disappear if they are ignored	Knowing it all and know-it-alls	The initial social discomfort of meeting someone new
Metaphor/Image	Medical model	Yes to learning curves, no to learning plateaus	Knowing and being known by friends
Barrier Label	Perceived as negative because of association with problems	Curiosity may lead to irrelevance or non-productivity	Cliquish cronyism
Nolan	Adaptability	Input	
I am (being)	A here-and-now person	Utilitarian resource collector	
I will (doing)	React with immediacy to the immediate	Hang on to things that could be helpful resources for others	
I bring (contribution)	A willingness to follow the lead of change	Tangible tools that can facilitate growth and performance	
I need (requirement)	Present pressures that demand an immediate response	Space to store the resources I naturally acquire	
I love (value)	Spontaneity	To provide relevant and tangible help	
I hate (value)	Predictability	Not having things that would be useful to others	
Metaphor/Image	Like a river, go with the flow	Sponge – absorbent (input) dispenser (output)	
Barrier Label	Directionless	Packrat with too much lying around	

Five Categories and 34 Signature Themes

A What Drives You?	B How Do You Gain Commitment?	C How Do You Relate to People?	D What Kind of Structure Do You Thrive In?	E How Do You Solve Problems?
Achiever	Belief	Communication	Adaptability	Analytical
Activator	Command	Empathy	Arranger	Connectedness
Competition	Developer	Harmony	Consistency	Context
Restorative	Maximizer	Includer	Deliberative	Futuristic
Self Assurance	Positivity	Individualization	Discipline	Ideation
Significance	Woo	Relator	Focus	Input
		Responsibility		Intellection
				Learner
				Strategic

Four Leadership Domains and 34 Signature Themes

Executing	Influencing	Relationship Building	Strategic Thinking
When you need someone to implement a solution, these are people who will work tirelessly to get it done. They have the ability to ‘catch’ an idea and make it happen.	They help their team reach a much broader audience. They are always selling the team’s ideas inside and outside the organization.	These people have the essential glue that holds a team together. They have the unique ability to create groups and organizations that are much greater than the sum of their parts.	Keep us all focused on what <i>could be</i> . Constantly absorbing and analyzing information and helping the team make better decisions. People with strength in this domain continually stretch our thinking for the future.
Achiever	Activator	Adaptability	Analytical
Arranger	Command	Connectedness	Context
Belief	Communication	Developer	Futuristic
Consistency	Competition	Empathy	Ideation
Deliberative	Maximizer	Harmony	Input
Discipline	Self-Assurance	Includer	Intellection
Focus	Significance	Individualization	Learner
Responsibility	Woo	Positivity	Strategic
Restorative		Relator	

Restorative

- You readily take on projects that others believe “can’t be saved”.
- You can analyze a situation and identify potential shortcomings and what needs to be fixed.
- You quickly recognize problems that others may not detect.
- Other people may not like the fact that you can so quickly determine the problems and weaknesses in people, situations, and organizations. They may find this ability embarrassing, even if your assessments and solutions are accurate.
- Restorative talents are valuable because through them you are energized, rather than defeated, by problems.

Learner

- You want to continuously learn and improve.
- You enjoy the process of learning as much as what you actually learn.
- You get a thrill out of learning new facts, beginning a new subject, and mastering an important skill. Learning builds your confidence.
- You can get frustrated about wanting to learn so many different things because you fear you’ll never be an expert.
- Learner talents are valuable because they propel you to thrive in a dynamic world where learning is a necessity. You can learn a lot in a short period of time.

Relator

- You can form close relationships with people, and you enjoy doing so.
- You receive profound satisfaction from working hard with friends to accomplish an important goal.
- You know many people, and you can relate with all kinds of people. But you also have a very small group of friends with whom you have an incredibly deep relationship.
- Some people may feel threatened or uncomfortable because they can’t bring themselves to have the close, intense personal relationships that you thrive on.
- Relator talents are valuable to organizations, groups, and individuals because they foster interpersonal relationships that lead to productivity.

Adaptability

- You can modify yourself depending on the demands in your environment.
- You adjust to many things all day long because you live in the moment.
- You create and discover the future out of the choices you make right now, one choice at a time.
- Your “go with the flow” attitude may seem like irresponsibility to those who like structure and predictability.
- Adaptability talents are valuable because they allow you to keep moving forward when the unexpected happens. You can move ahead in a world of unknowns and seemingly unfair treatment when others would give up. You can deal with everything from injustices to crises and still find a way to make progress.

Input

- You always want to know more. You crave information.
- You like to collect certain things, such as ideas, books, memorabilia, quotations, and facts.
- You have an active curiosity. You find many things very interesting.

- You may have difficulty getting started or completing a project because you feel like you never have enough information. Going to a library or “surfing the Net” may turn into hours once your curiosity takes off, and you may have difficulties filing and housing all of the new information and ideas you acquire.
- Input talents are valuable because they keep your mind active and lead you to become knowledgeable. You are likely to become an expert in one or more areas.

Developing Your Strengths – Source: *StrengthsQuest*, by Donald Clifton & Edwards “Chip” Anderson

Restorative

- Seek roles in which you are paid to solve problems. You might particularly enjoy medicine, consulting, computer programming, or customer service, in which your success depends on your ability to restore and resolve.
- Study your chosen subject closely to become adept at identifying what causes certain problems to recur. This sort of expertise will lead you to the solution much faster.
- In your relationships, don’t be afraid to let others know that you enjoy fixing problems. It comes naturally to you, but many people shy away from problems. You can help.
- Think about ways you can improve your skills and knowledge. Identify courses you can take to fill gaps in your knowledge.
- Make a list of ways that you could help people who are disadvantaged, such as volunteering in your community or fund raising.
- Don’t ignore your weaknesses; manage them.
- Volunteer to be the “fix it” person in your favorite group.
- If you feel lacking in a certain area, focus on your strengths to determine the obstacle, and then overcome it.

Learner

- Choose a career in a field with constantly changing technologies or regulations. You will be energized by the challenge of keeping up.
- Because you are not threatened by unfamiliar information, you might excel in a consulting role in which you are paid to go into new situations and pick up new competencies or languages very quickly.
- Refine how you learn. You might learn your best by teaching. If so, seek out opportunities to present to others. You might learn best through quiet reflection. If so, schedule this quiet time.
- Find ways to track the progress of your learning. If there are distinct levels or stages of learning within a discipline or skill, celebrate your progression from one level to the next. If no such levels exist, create them for yourself (for example, read five books on the subject or make three presentations on the subject).
- Join an organization that prides itself on being a learning organization.
- Consider becoming a professor or researcher.
- Learning is meaningful to you. Keep the mentality that you are never done learning, not even when school is over. You are a life-long learner.
- View learning as a way of life, a way to improve, a way to develop, and a privilege.

Relator

- Find a workplace in which friendships are encouraged. You may not do well in an overly formal organization. In a job interview, ask about work styles and company culture.

- Listen to people with unconditional regard.
- Learn as much as you can about the people you meet. You like knowing about people, and other people like being known. You will be a catalyst for trusting relationships.
- Your noticeable interest in character and personality – rather than status or job title – can serve as a model for others.
- Let your caring show. For example, find people in your school to mentor, help your friends get to know each other better, or extend your relationships beyond the classroom.
- No matter how busy you are, stay in contact with your friends. They are your fuel.
- Support your friendships at emotional and ceremonial times (i.e., weddings, graduations, funerals).
- Enjoy doing things with people as well as for them.

Adaptability

- Seek roles in which success depends on responding to constantly changing circumstances. Consider career areas such as journalism, live television production, emergency healthcare, and customer service. In these types of roles, the best react the fastest and stay level headed.
- Fine-tune your responsiveness. For example, if your homework demands are unpredictable, learn how to adjust your schedule to accommodate when the pressure hits.
- When the pressure is on, help your friends find productive ways to relieve the pressure and therefore make progress. You can be the spark that “unfreezes” them.
- Cultivate your reputation as a calm and reassuring person when others become upset.
- Never apologize for your spontaneity. On the contrary, help others realize how many experiences might be missed if they don’t seize the moment.
- You have outstanding abilities to adapt and adjust. Take things one at a time in your academic, social, and extracurricular activities.
- You tend to “take things as they come,” and this is beautiful because you waste less time and energy.
- To others, things seem to just “fall into place” for you. This is good, but recognize that this isn’t luck. It is because you have a talent for adjusting to changing circumstances

Input

- Look for jobs in which you are charged with acquiring new information each day, such as teaching, research, or journalism.
- Identify your areas of specialization, and actively seek more information about them.
- Schedule time to read books and articles that stimulate you.
- Deliberately increase your vocabulary. Collect new words, and learn the meaning of each word.
- You might enjoy reading the dictionary and encyclopedia. This might seem strange to some people, but for someone like you it is a good way to strengthen your self-concept.
- Devise a system to store and easily locate information. This can be as simple as a file for all articles you have clipped or as sophisticated as a computer database.
- Identify situations in which you can share the information you have collected with other people.
- Seek information on the Web, in bookstores, or in libraries whenever possible.

Applying your strengths – *StrengthsQuest*, by Donald Clifton and Edward “Chip” Anderson

These observations and suggestions will help you consider careers that could best suit your strengths. As you think them over, select those that apply to you best.

Restorative

- Choose a profession where deficits are remedied.
- Consider a service position where you can help others solve their problems.
- Look for work opportunities that allow you to fix whatever is wrong, from restoring art objects to cars to inadequate telephone service.
- Think about owning or managing a company that restores and recycles products.

Learner

- Choose a work environment that encourages constant Learning.
- Find work where study is a way of life.
- Consider work that allows you to move to the next subject that greatly interests you.
- Select work where competency is valued and where you will have opportunities to keep developing your competencies.

Relator

- Choose any career in which in-depth, meaningful relationships are valued.
- Find a workplace in which friendships are encouraged, and you can continuously learn about your clients and associates.
- You will enjoy a job in which you serve a stable group of customers who come back often.
- Consider coaching, teaching, managing, supervising, and care giving as possible outlets for your talent.

Adaptability

- Identify three to four occupations that reward those with an ability to live in the moment. Avoid professions that require rigid adherence to rules, operating procedures, and time controls.
- Interview individuals who work in organizations where the work is experimental or discovery-orientated. Ask how each day assumes its own life. Take notes. Afterwards, look for recurring themes and behaviors these people share.
- Gain part-time or seasonal employment in organizations where the demand for flexibility exists hour-by-hour and day-by-day. Record three to five ways your Adaptability talent benefits you in these settings.
- Reflect upon “wrong fit” jobs you have had in the past. Determine whether your Adaptability talent was viewed as a plus or as a liability. What did these experiences teach you?
- Start a “right fit” career file. Each week, add insight about how you used your Adaptability talent. Draw upon this information when writing resumes and preparing for job interviews.
- Shadow employees who continually respond to varied requests of their customers, tourists, guests, and patients.

Input

- You will want to work in an environment that expects you to be continuously engaged in learning.
- You will enjoy a career where you are always on the cutting edge of knowledge and where you are stimulated by ideas and creative approaches to problems and issues.

- An ideal career would be one in which you have an opportunity to share what you have learned and are expected to be continuously learning and making new discoveries.
- Choose jobs that will encourage you to conduct or delve into research.
- Being a media specialist or someone with access to large amounts of information that you can locate for people would be rewarding for you.

Managing Strengths, Now, Discover Your Strengths, Marcus Buckingham & Donald O. Clifton - Chapter 6

Restorative (page 206)

- Ask this person for her observations when you want to identify a problem within your organization. Her insights will be particularly acute.
- Position her where she is paid to solve problems for your best customers. She enjoys the challenge of discovering and removing the obstacles.
- When a situation within your organization needs immediate improvement, turn to her for help. She will not panic but instead will respond in a focused, businesslike way.
- When she resolves a problem, make sure to celebrate the achievement. Every wrong situation righted is a success for her, and she will need you to view it as such. Show her that others have come to rely on her ability to dismantle obstacles and move forward.
- Offer your support when she meets a particularly thorny problem. Since she defines herself by her ability to cope, she may well feel personally defeated if the situation remains unresolved. Help her through it.
- Offer your support when she meets a particularly thorny problem. Since she defines herself by her ability to cope, she may well feel personally defeated if the situation remains unresolved. Help her through it.
- Ask her in what ways she would like to improve. Agree that these improvements should serve as goals for the following six months. She will appreciate this kind of attention.

Learner (page 201)

- Position this person in roles that require him to stay current in a fast-changing field. He will enjoy the challenge of maintaining his competency.
- Regardless of his role, he will be eager to learn new facts, skills, or knowledge. Explore new ways for him to learn and remain motivated, lest he start hunting for a richer learning environment. For example, if he lacks opportunities to learn on the job, encourage him to take courses that interest him at the local college or association. Remember, he doesn't necessarily need to be promoted; he just needs to be learning. It is the *process* of learning, not the result, that energizes him.
- Help him track his learning progress by identifying milestones or levels that he has reached. Celebrate these milestones.
- In the same vein encourage this person to become the "master of trade" or "resident expert" in his field. Arrange for him to take the relevant classes. Be sure to recognize his learning with the appropriate certificates and plaques.
- Have this person work beside a master who will continuously push him to learn more.
- Ask him to conduct internal discussion groups or presentations. There may be no better way to learn than to teach others.
- Help him secure financial support to continue his education.

Relator (page 204)

- Tell this person directly that you care about her. More than likely this language will not sound inappropriate and will be welcomed by her. She organizes her life around her close relationships, so she will want to know where she stands with you.
- She will enjoy developing genuine bonds with the people with whom she works. These relationships take time to build, so don't place her in a role that uproots her frequently from her colleagues and customers.
- Help her know the goals of her colleagues. She is more likely to bond with them when she knows their goals.
- Trust her with confidential information. She is loyal, places a high value on trust, and will not betray yours.
- Ask her to build genuine trusting relationships with the critical people that you want to retain. She can be one of the human ties that bind good people to your organization.
- Pay attention to her other strong themes. If she also shows strong evidence of Focus or Arranger or Self-assurance, she may have the potential to manage others. Employees will always work harder for someone who they know will be there for them and who wants them to succeed. She can easily establish these kinds of relationships.
- Generosity is often a strength of hers. Draw attention to her generosity and show her how it helps her impact and connect with those around her. She will appreciate your noticing, and thus your own relationship will be strengthened.

Adaptability (page 179)

- This person likes to react and respond. Position him so that his success depends on his ability to accommodate the unforeseen and then run with it.
- Let him know about the planning you are doing, but unless he is also strong in Focus, don't expect him to do the planning with you. He is likely to find much planning work endlessly boring.
- With his instinctively flexible nature he is a valuable addition to almost every team. When balls are dropped or plans go awry, he will adjust to the new circumstances and try to make progress. He will not sit on the sidelines and sulk.
- He will be most productive on short-term assignments that require immediate actions. He prefers a life filled with many quick skirmishes rather than long, drawn-out campaigns.
- Examine his other dominant themes. If he also has a talent for Empathy, you might try positioning him where he has to be sensitive to and accommodate the varied needs of customers or guests. If one of his other strong themes is Developer, you should cast him in a mentor role. With his willingness to "go with the flow" he can provide a wonderful environment in which others can experiment and learn.
- Be ready to excuse this person from meetings about the future, such as goal-setting meetings or career-counseling sessions. He is a "here-and-now" person and so will find these meetings rather irrelevant.

Input (page 199)

- Focus the person's natural inquisitiveness by asking him to research a topic of importance to your organization. He enjoys the knowledge that comes from the research.
- Position him in roles with a heavy research component.
- Pay attention to his other strong themes. If he is also strong in Developer, he may excel as a teacher or trainer by peppering his lesson with intriguing facts and stories.
- Keep him posted on the news within your organization. He needs to be in the know. Pass along books, articles, and papers you think he would like to know about and read.
- Encourage him to make use of the Internet. He will use it to find information he thinks he needs. Not all of his fact-finding will be immediately useful, but it will be important for his self-esteem.

- Help him develop a system for storing the information he collects. This system will ensure that he can find it when he and the organization need it.
- When you are in meetings, make a point of asking him for information. Look for opportunities to say something positive about his recall, such as “It’s amazing. You always seem to have the facts we need.”

Ministry - Living Your Strengths - Albert Winseman, Donald Clifton & Curt Liesveld

Restorative - *If you are particularly talented in Restorative, you are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.*

1. Consider being a part of the lay-counseling ministry in your church. Tell people you are interested in their well-being and are eager to help them find solutions to their problems.
2. Consider being part of the lay-maintenance ministry in your church. Use your fix-it talents in the areas of greatest expertise for you, for example, structure, plumbing, heating/cooling, or lighting.
3. Become an advocate for the disadvantaged in your congregation. Help make their needs known, and create opportunities for other members of your congregation to give of their time, talent, or other resources to help these individuals.
4. As you study the Bible, pay particular attention to how men and women of faith dealt with their problems. The solutions that they discovered and implemented will be inspiring to you and a resource in your restorative efforts.
5. Help start a food bank in your church, or arrange for contributions to your denomination’s food bank.
6. Your prayers will often focus on asking for guidance in solving problems—your own, those of others, and those of your community and world. As you open yourself up to God, you will find the solutions becoming clearer.
7. Adopt a family in need for a period of time. Volunteer to help them get back on their feet.
8. Your restorative nature might lead you to be critical of your own talents—your lesser talents as well as your greatest talents—are natural parts of you and cannot change. Try to redirect your Restorative attention toward “fixing” your areas of lesser skill and knowledge, which you *can* acquire. Accept the talents God has given you, and make the most of them.
9. Sometimes the problems of the world’s people might overwhelm you; if only you could “fix it all!” In those times, remember that the brokenness of the world cannot ultimately be fixed by you alone, but can be healed only by God.
10. Sometimes the best way you can “fix it” is to allow other people to solve their own problems. You might want to rush in and solve things for them, but in so doing, you might hinder their learning. Often, the most important lessons we learn from God are those in which we find our own solutions.

Learner - *If you are particularly talented in Learner, you have a great desire to learn, and you want to continuously improve. In particular, the process of learning, rather than the outcome, excites you.*

1. Participate in a Sunday school or Bible study class. Become an expert in your own religious beliefs and knowledgeable in the history and belief of other religions.
2. Feed your constant need to learn through a Bible lesson for each day of the year.
3. Share your knowledge in group seminars and workshops for your church or study groups.
4. Start a book club with a religious premise. Center your group on educational and informative books about faith and spirituality. If context is also one of your dominant areas of talent, you might also like books with a historical perspective.
5. Keep track of what you have learned. Create a spiritual resume of all you have learned and done. Share it with others so they may call on you as a resource.
6. Ask what conferences or workshops are available for you to attend. Let others know you are willing to represent your church at these programs.
7. You can be a catalyst for change in your church. Others might be intimidated by new ideas, new routines, or new circumstances, but your willingness to soak up this “newness” can calm their fears and spur them to participate. Take this responsibility seriously.

8. Refine how you learn. For example, you might learn best by teaching. If so, seek opportunities in your congregation to teach a class or lead a small group. You might learn best through quiet reflection; if so, carve out this quiet time and “soak up” as much as you can about God.
9. Finds ways to mark the progress of your learning. If there are distinct levels or stages of learning within your spiritual growth program or the class you are taking, celebrate your progression from one level to the next. If no such levels exist, create them for your self (for example, read five books on the apostle Paul, or make three presentations on new trends in Christian theology).
10. Ask your pastor what theological or church management books he or she is reading, and read them as well. In doing so, you can fulfill your need to learn and also share what you’ve learned with your pastor, providing him or her with valuable feedback.

Relator - *If you are particularly talented in Relator, you enjoy close relationship with others. You find deep satisfaction in working hard with friends to achieve a goal.*

1. How do you stay connected with people you have met—one on one or in groups? Be intentional about getting together or communicating with people from your church.
2. When you are working with others, make time to get to know them personally. Set time aside after church to talk with fellow parishioners. You may not be comfortable initiating conversation, so be prepared with questions to ask.
3. Who is the friend you’ve known the longest? Share and discuss your feelings and beliefs about spirituality with this person.
4. Large study or worship groups may not feel comfortable to you. Arrange for smaller, more intimate classes in which your Relator talents will flourish.
5. Volunteer to coordinate smaller social functions for people in your church.
6. Remember to thank God and pray for your friends.
7. Look for people with exceptional Woo talents in your surroundings. If you are hesitant to initiate relationships with others in your congregation, they can make initial connections that you can then take deeper. Call on their talents to help you when you are in a situation with strangers or people you don’t know very well.
8. Deliberately learn as much as you can about the people that you meet in your congregation. You like knowing about people, and other people like being known. You will be a catalyst for trusting relationships.
9. Let your caring show. For example, help the members of a Sunday school class get to know each other better, or extend your relationships beyond church services.
10. Remember that most life changes happen in relationships, and that one of the cornerstones of the Christian faith is God’s desire for a relationship with each and every human being. Biblical stories of deep relationships, such as that between David and Jonathan, or between Jesus and his disciples, will be particularly meaningful to you.

Adaptability - *If you are particularly talented in Adaptability, you prefer to “go with the flow.” You tend to be a “now” person who takes things as they come and discovers the future one day at a time.*

1. You like change. You might be at your best when you take on short-term, spur-of-the moment roles in the church that need to be filled quickly. One week, you might give a regular Sunday school teacher a break by agreeing to substitute, and the next week might find you volunteering to serve refreshments following a funeral, or offering your basement floor to an out-of-state youth group that needs a place to sleep.
2. Many people see last-minute requests as interruptions. Being the adaptable person that you are, you see them as beautifully disguised opportunities for service. Let people know that it is never too late to ask for your help.
3. You live in the moment. Not yesterday, not tomorrow—not *today*. You want to be fully immersed in the here and now. In order for you to grow, you need to focus on how your faith is lived in each moment. It is not reflections on the past or discussions about the future, but the experiences of the present that make your heart beat fast.
4. Don’t make commitments that are too far into the future. The further you are from the present, the less you are likely to be engaged. What occasionally looks like procrastination might actually be your high levels of Adaptability talent.
5. Your best service will be in your church’s most dynamic and changing environments. Depending on your other dominant areas of talent, it could be caring for toddlers in the nursery, directing traffic in the church parking lot, fielding calls on a 24-hour suicide hotline, or taking care of customers at your church’s food pantry.

6. While you don't necessarily have a strong preoccupation with or appreciation for tomorrow, your ability to fully experience the present may assist those who are planning and preparing for the future. Your keen awareness of the present situation can help clarify their plans for future improvement.
7. Avoids roles in your congregation that demand structure and predictability. These roles will quickly frustrate you, make you feel inadequate, stifle your independence—and limit your opportunities to do what you do best.
8. Cultivate your reputation as a calm and reassuring person when others become upset by daily events. Because change is your “friend,” you can help others adapt to and live with the changes that are bound to come into their lives.
9. Help those around you appreciate the moment. Help them treasure the present as a precious gift from God. God is not just God of the past and future, but also God of the present. Eternity begins now.
10. In your Bible study, pay particular attention to the times when God surprises people. You will understand the wonder and joy such surprises can bring, and reading about the God of surprising change will deepen your faith and enhance your spiritual journey.

Input – *If you are particularly talented in Input, you have a craving to know more. You may very well like to collect and archive all kinds of information.*

1. Consider taking a trip to the Middle East or the Mediterranean. Your faith is likely to come alive as you actually see and experience the places in biblical history.
2. Your natural inquisitiveness can help you be an outstanding researcher. Make yourself available to do research for those who need to speak or teach on topics about which they know little. Your resourcefulness will be valuable and helpful to such people as you provide them with interesting facts and relevant stories.
3. You may already have a library of Christian books and resources that have enriched your own spiritual life. Consider developing a system that will enable you to share them with others.
4. If your church has a library, you might enjoy volunteering there. If it doesn't, you might be a key person in getting one started.
5. Your capacity for collecting and gathering might make you a natural contributor to your church's newsletter or website. You could help inform others about what is going on both inside and outside the congregation.
6. In order to grow, you need to know. You need to know all about the faith tradition you are apart of. Reading about the particulars of your tradition, interviewing long-time members of your church, understanding all the factors that contributed to the watershed moments of Christianity—these will deepen your faith and enrich your spiritual life.
7. Accept that you will never feel that you know enough—but don't let that paralyze you into inaction. Know how to determine when you know enough to act. Partnering with someone particularly talented in Activator or Achiever will help you accomplish great things for God.
8. You will collect things that others will eventually need—from books to ideas to church information. Be ready to share.
9. Identify situations in which you can share the information you have collected with other people. You could lead a small group or teach a class in your church. If you are not the leader, you could serve as a resource to enhance the topic or lesson with the knowledge you have gathered.
10. In your Bible studies, compare various translations, learning about the translation process of each edition. The variances in meaning and differences in interpretation may fascinate and deepen your appreciation of the Bible.