

BALCONIES AND BASEMENTS

THEME DESCRIPTORS AND BARRIER LABELS

Achiever	Balcony: tireless, strong work ethic, leads by example, go-getter, hungry
	Basement: unbalanced, brown-noser, overcommitted, can't say no, burning the candle at both ends, too concentrated on work
Activator	Balcony: self-starter, fire-starter, energy source, fearless
	Basement: ready-fire-aim, loose cannon, speak before you think, in left field (because others haven't caught up)
Adaptability	Balcony: flexible, comfortable in times of change, easy to get along with, go with the flow
	Basement: directionless, indecisive, sheep, inconclusive, whimsical
Analytical	Balcony: well thought out, logical, deep, thorough, comfortable with numbers, figures, and charts, smart
	Basement: rude, short, tough, never-satisfied with the answer, too many questions
Arranger	Balcony: flexible, organizer, juggler, aligning and realigning tasks to find the most productive configuration possible, efficient, conductor
	Basement: lack of structure, too flexible, don't follow the existing rules or procedures, constantly changing priorities, lack of vision
Belief	Balcony: passionate, steadfast, know where they stand, altruistic, family-oriented, ethical, responsible
	Basement: stubborn, set in their ways, elitist, unaccepting of other ideas, opinionated, goody-two-shoes
Command	Balcony: charisma, direct, driven, inspirational, easy to follow, clear, concise
	Basement: bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn
Communication	Balcony: storyteller, great presence, easy to talk to, energizer, entertaining, charismatic
	Basement: blabbermouth, poor listener, self-absorbed, show-off, always needs attention
Competition	Balcony: driven, motivated, number one, measurement-oriented, winner
	Basement: sore loser, not a team player, puts down others, self-centered, confrontational
Connectedness	Balcony: spiritual, "doesn't sweat the small stuff", strong faith, always looking at the big picture, helps others see purpose
	Basement: passive, naïve, too idealistic, wishy-washy
Consistency	Balcony: just, problem-solver, policy maker
	Basement: "by the book", inflexible, unwilling to customize/individualize

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Context	Balcony: has a robust historical frame of reference, learns lessons from the past, knows how things came to be, can leverage knowledge of the past
	Basement: slow to move and react to change, closed-minded, lives in the past
Deliberative	Balcony: good judgment, identifies risk, makes solid decisions, can plan for the unexpected
	Basement: standoffish, aloof, cautious, slow, introverted, afraid to act
Developer	Balcony: grows talent in others, teacher, coach, enjoys helping others succeed, invests in others
	Basement: not an individual contributor, wastes time on low-potential people, spectator
Discipline	Balcony: high productivity and accuracy b/c of ability to structure, breaks down complex into steps, great planners, promotes efficiency
	Basement: overbearing, rigid, mechanized, can't handle change
Empathy	Balcony: creates trust, brings healing, knows just what to say/do, customizes approach to others
	Basement: "soft", moody, over-involved
Focus	Balcony: point person, disciplined, purposeful, laser-like precision, identifies important areas quickly, goal setter and goal getter
	Basement: absorbed, tough to relax, intense, stressed
Futuristic	Balcony: imaginative, creative, visionary, even prophetic, inspiring
	Basement: dreamer, "Fantasy Island", out in left field, lacks pragmatism
Harmony	Balcony: negotiator, can see both sides of a situation, great at asking questions, able to arrive at consensus, great facilitator
	Basement: weak, indecisive, non-confrontational, avoids conflict
Ideation	Balcony: improves on the existing, learns quickly, agile mind
	Basement: serendipitous, lacks follow-through, creates more work
Includer	Balcony: invites others in, caring, engages others, sensitive, takes up for others
	Basement: indiscriminate, unable to decide, generous to a fault
Individualization	Balcony: sees the uniqueness in all individuals, intuitively knows that "one size doesn't fit all," appreciates the differences in others
	Basement: unable to synthesize when it comes to people, has difficulty placing group above individual, difficulty in making people decisions

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Input	Balcony: great resource, knowledgeable, excellent memory, mind for detail, collects interesting things, excellent conversationalist
	Basement: knows a lot of worthless information, packrat, cluttered house-cluttered mind, boring conversationalist
Intellection	Balcony: excellent thinker, enjoys musing, capable of deep and philosophical thought, able to work alone
	Basement: a loner, slow to act or wastes time thinking too much, isolated, doesn't work well with others
Learner	Balcony: always learning, catches on quickly, interested in many things, finds life intriguing
	Basement: a know it all, lacks focus on results, learns a lot – produces little, bookish
Maximizer	Balcony: mastery, success, excellence, working with the best
	Basement: perfectionist, picky, never good enough, always reworking
Positivity	Balcony: enthusiastic, lighthearted, energetic, generous with praise, optimistic
	Basement: insincere, naïve, superficial, Polly Anna
Relator	Balcony: caring, trusting, a great friend, forgiving, generous
	Basement: lives in a clique, crony, has an inner circle, plays favorites
Responsibility	Balcony: committed, accountable, independent, trusted, conscientious
	Basement: micro-manager, obsessive, can't say "no", take on more than you can chew
Restorative	Balcony: problem solver, troubleshooter, finds improvements and solutions
	Basement: focuses on weaknesses, punitive, negative, critical
Self-Assurance	Balcony: self-confident, strong inner compass, risk-taker
	Basement: arrogant, self-righteous, over confident, stubborn
Significance	Balcony: seeks outstanding performance, does things of importance, independent
	Basement: recognition hungry, self-focused, needy
Strategic	Balcony: anticipates alternatives, intuitive, sees different paths
	Basement: jumps to quick decisions, difficult to understand their thinking, closed-minded
Woo	Balcony: outgoing, people-oriented, networker, rapport-builder
	Basement: fake, shallow, does not care about deep relationships