

Skills and Talents



The following list is by no means exhaustive, but it should stimulate your thinking about the kinds of skills and aptitudes your individual work responsibilities and team roles require for peak performance.

The first step is to check off all the values that you feel are extremely important to you.

*Adapted from: Quick Guide to the Four Temperaments for Peak Performance

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|------------------------------------------------------------------------------------|---------------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Adapt | <input type="checkbox"/> Deduce | <input type="checkbox"/> Fashion | <input type="checkbox"/> Look for the best angle | <input type="checkbox"/> Revitalize |
| <input type="checkbox"/> Advise | <input type="checkbox"/> Define | <input type="checkbox"/> Forecast | <input type="checkbox"/> Maintain records | <input type="checkbox"/> Salvage |
| <input type="checkbox"/> Analyze systems in search of efficiency | <input type="checkbox"/> Demonstrate | <input type="checkbox"/> Forge unity | <input type="checkbox"/> Measure | <input type="checkbox"/> Scan for opportunities |
| <input type="checkbox"/> Appeal | <input type="checkbox"/> Derive | <input type="checkbox"/> Foster | <input type="checkbox"/> Mediate | <input type="checkbox"/> Schedule |
| <input type="checkbox"/> Appraise | <input type="checkbox"/> Design | <input type="checkbox"/> Generate ideas | <input type="checkbox"/> Mentor | <input type="checkbox"/> Scrounge |
| <input type="checkbox"/> Approximate | <input type="checkbox"/> Detect | <input type="checkbox"/> Guide | <input type="checkbox"/> Mobilize | <input type="checkbox"/> Secure |
| <input type="checkbox"/> Arrange | <input type="checkbox"/> Develop human potential | <input type="checkbox"/> Heal | <input type="checkbox"/> Motivate | <input type="checkbox"/> Seek common ground |
| <input type="checkbox"/> Assemble | <input type="checkbox"/> Devise | <input type="checkbox"/> Hold things together | <input type="checkbox"/> Negotiate | <input type="checkbox"/> Sequence |
| <input type="checkbox"/> Assess | <input type="checkbox"/> Diagnose | <input type="checkbox"/> Host | <input type="checkbox"/> Nurture rapport | <input type="checkbox"/> Service |
| <input type="checkbox"/> Audit | <input type="checkbox"/> Distribute | <input type="checkbox"/> Hypothesize | <input type="checkbox"/> Observe | <input type="checkbox"/> Shelter |
| <input type="checkbox"/> Bring about wholeness | <input type="checkbox"/> Dramatize | <input type="checkbox"/> Identify the ways and means necessary to achieve a goal | <input type="checkbox"/> Operate | <input type="checkbox"/> Shepherd |
| <input type="checkbox"/> Bring people together | <input type="checkbox"/> Draw | <input type="checkbox"/> Illustrate | <input type="checkbox"/> Organize | <input type="checkbox"/> Smooth out difficulties |
| <input type="checkbox"/> Budget | <input type="checkbox"/> Educate | <input type="checkbox"/> Impact | <input type="checkbox"/> Oversee | <input type="checkbox"/> Solve |
| <input type="checkbox"/> Build prototypes | <input type="checkbox"/> Empathize | <input type="checkbox"/> Implement | <input type="checkbox"/> Paint | <input type="checkbox"/> Specify |
| <input type="checkbox"/> Categorize | <input type="checkbox"/> Encourage | <input type="checkbox"/> Improve relations between people | <input type="checkbox"/> Perform | <input type="checkbox"/> Stage |
| <input type="checkbox"/> Certify | <input type="checkbox"/> Enforce | <input type="checkbox"/> Improve relations between people | <input type="checkbox"/> Persuade | <input type="checkbox"/> Standardize |
| <input type="checkbox"/> Champion | <input type="checkbox"/> Engineer | <input type="checkbox"/> Improvise | <input type="checkbox"/> Plan for contingencies | <input type="checkbox"/> Supply |
| <input type="checkbox"/> Check | <input type="checkbox"/> Enlighten | <input type="checkbox"/> Include | <input type="checkbox"/> Present | <input type="checkbox"/> Support |
| <input type="checkbox"/> Classify | <input type="checkbox"/> Enlist others | <input type="checkbox"/> Infer | <input type="checkbox"/> Preserve | <input type="checkbox"/> Synthesize |
| <input type="checkbox"/> Come up with the best approach for the greatest advantage | <input type="checkbox"/> Entail | <input type="checkbox"/> Influence attitudes and action | <input type="checkbox"/> Procure | <input type="checkbox"/> Systematize |
| <input type="checkbox"/> Compose | <input type="checkbox"/> Entertain | <input type="checkbox"/> Inspire | <input type="checkbox"/> Proofread | <input type="checkbox"/> Teach |
| <input type="checkbox"/> Conceptualize | <input type="checkbox"/> Equip | <input type="checkbox"/> Instruct | <input type="checkbox"/> Promote | <input type="checkbox"/> Test |
| <input type="checkbox"/> Conciliate | <input type="checkbox"/> Estimate | <input type="checkbox"/> Insure | <input type="checkbox"/> Protect | <input type="checkbox"/> Theorize |
| <input type="checkbox"/> Cook | <input type="checkbox"/> Evaluate | <input type="checkbox"/> Interpret meaning | <input type="checkbox"/> Reason | <input type="checkbox"/> Train others |
| <input type="checkbox"/> Coordinate | <input type="checkbox"/> Examine | <input type="checkbox"/> Invent | <input type="checkbox"/> Reconfigure | <input type="checkbox"/> Transport |
| <input type="checkbox"/> Craft | <input type="checkbox"/> Expedite | <input type="checkbox"/> Liaise | <input type="checkbox"/> Regulate | <input type="checkbox"/> Troubleshoot |
| <input type="checkbox"/> Deal with feelings | <input type="checkbox"/> Experience interpersonal sensitivity | <input type="checkbox"/> Locate available resources | <input type="checkbox"/> Repair | <input type="checkbox"/> Urge |
| | <input type="checkbox"/> Facilitate | | <input type="checkbox"/> Reveal | <input type="checkbox"/> Validate feelings/ideas |
| | | | <input type="checkbox"/> Review | <input type="checkbox"/> Vary |
| | | | <input type="checkbox"/> Revise | <input type="checkbox"/> visualize |

Prioritization of Skills and Talents

The next step is to prioritize the abilities that you have selected and come up with a list of your top 10.

- | | |
|----------|-----------|
| 1. _____ | 6. _____ |
| 2. _____ | 7. _____ |
| 3. _____ | 8. _____ |
| 4. _____ | 9. _____ |
| 5. _____ | 10. _____ |

The following list is by no means exhaustive, but it should stimulate your thinking about the values that are important to you. The first step is to check off all the values that you feel are extremely important to you.

*Adapted from: Quick Guide to the Four Temperaments for Peak Performance

- | | | |
|-----------------------------------------------------|-------------------------------------------------------|-------------------------------------------------|
| <input type="checkbox"/> Abstract mental challenges | <input type="checkbox"/> Fame | <input type="checkbox"/> Peacefulness |
| <input type="checkbox"/> Achievement | <input type="checkbox"/> Fast pace | <input type="checkbox"/> Physical challenge |
| <input type="checkbox"/> Advancement | <input type="checkbox"/> Field of strong interest | <input type="checkbox"/> Play |
| <input type="checkbox"/> Adventure/Excitement | <input type="checkbox"/> Flexibility | <input type="checkbox"/> Power and authority |
| <input type="checkbox"/> Aesthetics | <input type="checkbox"/> Freedom | <input type="checkbox"/> Precision |
| <input type="checkbox"/> Artistic creativity | <input type="checkbox"/> Friendship | <input type="checkbox"/> Predictability |
| <input type="checkbox"/> Beauty | <input type="checkbox"/> General creativity | <input type="checkbox"/> Prestige/recognition |
| <input type="checkbox"/> Challenging problems | <input type="checkbox"/> Helping people/society | <input type="checkbox"/> Profit/gain |
| <input type="checkbox"/> Change and variety | <input type="checkbox"/> High earnings | <input type="checkbox"/> Public contact |
| <input type="checkbox"/> Closeness to power | <input type="checkbox"/> Independence and autonomy | <input type="checkbox"/> Reliability |
| <input type="checkbox"/> Community | <input type="checkbox"/> Influencing people | <input type="checkbox"/> Respect from others |
| <input type="checkbox"/> Communication | <input type="checkbox"/> Innovation | <input type="checkbox"/> Responsibility |
| <input type="checkbox"/> Compassion | <input type="checkbox"/> Intellectual status | <input type="checkbox"/> Risk |
| <input type="checkbox"/> Competition | <input type="checkbox"/> Job tranquility | <input type="checkbox"/> Routine |
| <input type="checkbox"/> Conservation | <input type="checkbox"/> Knowledge | <input type="checkbox"/> Security |
| <input type="checkbox"/> Contribution | <input type="checkbox"/> Laughter | <input type="checkbox"/> Self-expression |
| <input type="checkbox"/> Control | <input type="checkbox"/> Leadership | <input type="checkbox"/> Solitude |
| <input type="checkbox"/> Creative expression | <input type="checkbox"/> Learning | <input type="checkbox"/> Specialization |
| <input type="checkbox"/> Discovery | <input type="checkbox"/> Leisure | <input type="checkbox"/> Stability |
| <input type="checkbox"/> Enjoyment | <input type="checkbox"/> Location | <input type="checkbox"/> Status |
| <input type="checkbox"/> Entrepreneurship | <input type="checkbox"/> Loyalty | <input type="checkbox"/> Supportive environment |
| <input type="checkbox"/> Ethics | <input type="checkbox"/> Making decisions | <input type="checkbox"/> Teamwork |
| <input type="checkbox"/> Experimentation | <input type="checkbox"/> Money | <input type="checkbox"/> Time freedom |
| <input type="checkbox"/> Exercise competence | <input type="checkbox"/> Moral fulfillment | <input type="checkbox"/> Variety |
| <input type="checkbox"/> Excitement | <input type="checkbox"/> Nurturing and helping others | <input type="checkbox"/> Working alone |
| <input type="checkbox"/> Exhibition | <input type="checkbox"/> Order | <input type="checkbox"/> Working under pressure |
| <input type="checkbox"/> Eternal structure | <input type="checkbox"/> Originality | <input type="checkbox"/> Working with others |

Prioritization of Values

The next step is to prioritize the values that you have selected and come up with a list of your top 10.

- | | |
|----------|-----------|
| 1. _____ | 6. _____ |
| 2. _____ | 7. _____ |
| 3. _____ | 8. _____ |
| 4. _____ | 9. _____ |
| 5. _____ | 10. _____ |