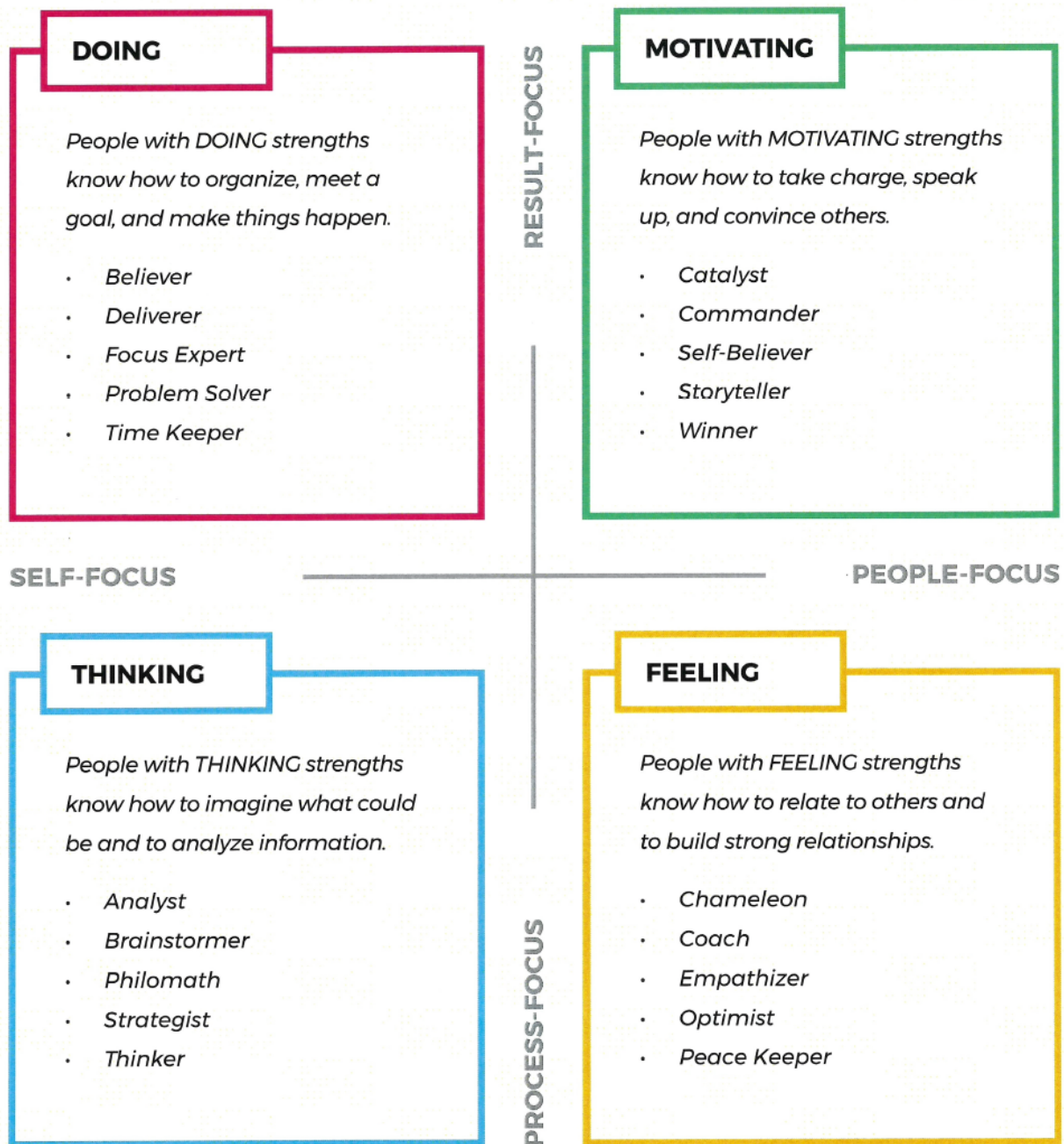


High5 Strengths and Descriptions

The Domains:



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1. Analyst (THINKING): Your objective is to analyze in order to find root causes. It's not that you don't like ideas, concepts, and theories – it's that you want to see these proven. And what better way to prove something than with data? Although unbearable for some, large quantities of data make you feel like a fish in water. It helps you be objective, unbiased, and dispassionate. You're constantly on the lookout for the patterns, connections, and causes behind any result. Others see you as logical and rigorous, and often come to you for your unbiased perspective on ideas. Being able to deliver your analysis kindly makes you a great asset to any team full of daydreamers.

2. Believer (DOING): Your objective is to believe and to do “the right thing.” Of course, “the right thing” differs from person to person, but what's certain is that you are not ready to compromise your values. Your impeccable set of values is like a compass that guides you. It provides direction and gives your life meaning and satisfaction. For you, money is not the ultimate measure of success. Some people call you the “person of purpose” and it's true – you choose to surround yourself with people who respect and align with your ideals. You only participate in projects you believe in, and team members respect your integrity, consistency, and reliability.

3. Brainstormer (THINKING): Your objective is to come up with new concepts and ideas. In fact, it's more than your objective – it's your way of life. You are open to new perspectives on familiar challenges and are constantly on the lookout for ways to connect unconnectable things. What's more, you literally light up like a light bulb whenever a fresh idea pops into your mind. You get energized by new angles and approaches no matter how contrary or bizarre they may seem. As a result, others see you as an innovator who's willing and able to turn the world around. You are any team's fountain of creativity, so others naturally come to you for ideas that are “out of the box.”

4. Catalyst (MOTIVATING): Your objective is to act and initiate action. You don't like waiting until all discussions are over, and are impatient to actually start doing things. You agree that sometimes progress can be achieved in the meeting room, but deep down you know it's real action that leads to tangible results. While others prefer to wait until they have all the necessary information to act, you feel that action is the most valuable teacher and the best source of information. How can you know something doesn't work if you haven't tried it? You make a decision, then you take action, look at the results, and learn. Your talent of transforming intangible ideas

into tangible actions is invaluable in every team. You believe that you will be remembered by what you accomplish, not by what you say or think.

5. Chameleon (FEELING): Your objective is to adapt to chaotic environments. As a result, you view the world as a perpetually changing place where nothing is fixed or permanent. In fact, you thrive on shaping it with the choices you make. You go with the flow and savor life one day at a time. Some may interpret this as disorganization and an inability to make plans. However, you are fully confident in your strength and ability to navigate environments where you may be pulled in many directions. You are unfazed by sudden changes in plans because you know they are inevitable. This makes you a valuable asset in any team that requires a push towards progress in chaotic situations.

6. Coach (FEELING): Your goal is to develop people's potential. You believe that, contrary to what some might think, everybody has the potential for development. No one has ever reached the ultimate level of excellence – there is always room for growth. It is your personal mission to help others realize and use their potential to experience success. As a result, you always look for ways to facilitate their learning, from challenging their thoughts in a discussion to creating environments that facilitate progress. As a leader, you truly care about the development of your team members, and they respect you for that.

7. Commander (MOTIVATING): Your objective is to take charge and direct people. You enjoy stepping forward to lead the team in any situation – and you don't show up empty-handed! With your experience, you have formed strong opinions and are excited to align others with them. In this process, you aren't afraid of confrontation when presenting your views. On the contrary, you feel that confrontation and open discussion are the first steps toward an agreement. Those who dare take a stand and share a clear vision always attract followers, and you are no different. If you also master the art of listening to others, you will be a respected and fearless leader.

8. Deliverer (DOING): Your underlying goal is to take responsibility. If anyone is emotionally bound to following through on their promises, it's you, the Deliverer. Your strong ethical principles don't allow you to simply write off missteps with excuses and rationalizations. And this holds true no matter how small or large the issue. Your name and reputation depend on you being responsible for your commitments. That's why people love to have you on their team. You're the first person they turn to when assigning new responsibilities, because they're 100% sure that whatever needs to be accomplished will get done.

9. Empathizer (FEELING): Your objective is to be empathetic to others' emotions. You have a natural ability to step into another person's shoes, even if you don't agree with their feelings or perspective. You understand what other people are going through, and this allows you to connect with others on a deeply personal level. You appreciate everyone's differences and particularities. You treat people fairly and don't exclude anyone, which naturally draws others to you. When part of a team, this strength based on kindness is valuable for mitigating conflict. You use it to ensure that everyone takes the others' challenges and emotions into consideration.

10. Focus Expert (DOING): Your objective is to focus on what's most important. To do this, you need something concrete to focus on, so weekly, monthly, and annual goals are your biggest allies. You become confused when you don't have a clear mission, so goals also help you filter out what's important and what isn't. You ask yourself daily if what you're doing is bringing you closer to your destination, and as a result, others see you as an extremely efficient and self-regulated person. Your ability to focus also makes you a very valuable team member – if anyone begins wandering around exploring side avenues, you quickly bring them back to the main road, and straight to the point.

11. Optimist (FEELING): Your mission is to bring in a positive spirit. You believe that the glass is half-full instead of half-empty. You always find a way to make things more exciting, whether it's a work project or an everyday situation. You infect others with your enthusiasm, and that's why they love being around you. Sure, there are people who don't buy into your positivity, but does that stop you? No way! Your optimism simply doesn't allow it. In a team environment, you are grateful for people and circumstances, generous with praise, and quick to point out the positive side of every situation. This is key to motivating people and mitigating conflicts.

12. Peace Keeper (FEELING): Your objective is to resolve conflicts and establish harmony. You believe that, because conflict divides us, we need to find areas of agreement in order to move forward. You always wonder why people waste so much time in confrontations when it is much more productive to look for consensus. As such, you always seek common ground with others, even if you must sacrifice your own opinions for the sake of balance and harmony. You also have a strong sense of forgiveness. Your strength helps your team sail smoothly along and mitigate any conflicts as you search for win-win solutions for all those on board.

13. Philomath (THINKING): your objective is to learn new things. You have a genuine thirst for knowledge and others appreciate your curiosity. You're not

necessarily interested in becoming a subject matter expert – it's the process itself that excites you. Because you enjoy the process, you like to experiment with different styles of learning, and you know that each style comes with its own valuable lessons. You like to learn things quickly then shift your attention to something new. That's why you thrive in short projects and dynamically changing environments. Thanks to this strength, you're always able to contribute valuable new knowledge to your team as well.

14. Problem Solver (DOING): Your objective is to solve problems. While breakdowns often demotivate others, they can excite and energize you. When something does not work as it should, you jump at the opportunity to analyze the symptoms, identify what's wrong, and find a solution. In other words, you are great at solving puzzles. Instead of giving up in the face of difficulty, your goal is to restore something to its true glory – this is what makes you particularly special. In a team, everyone knows you as someone who does not shy away from a challenge, but instead actually fixes things back to normal.

15. Self-Believer (MOTIVATING): Your objective is to radiate confidence. You are not worried by what the future holds and, deep inside your heart, you know you will get through no matter what happens. Your inner confidence and self-motivation allow you to take risks, face new challenges, stake claims, and most importantly, deliver on your word. Your confidence applies not only to your abilities but also to your judgments. You seem to make the right decisions in all situations, which, for others, creates a sense of trust and security. This feeling of certainty is crucial for driving the decision-making process in any team.

16. Storyteller (MOTIVATING): You are a born storyteller and your goal is to communicate a message. Not only is this your natural talent, but it is also a strength that you constantly strive to improve on. You are always searching for the perfect phrase and powerful word combination to attract and capture the audience's attention. That's why people love listening to you. For you, presentation and communication are everything. You might have the best idea ever, but it's the way you present it that makes a real difference. Your strong communication skills, your ability to showcase work to external stakeholders, and your knack for inspiring collaborators are an asset to any team.

17. Strategist (THINKING): Your objective is to see the big picture. Have you heard of "taking the helicopter view"? Well, you are constantly on this helicopter! This special way of looking at the world at large is more than just a skill – it's a

perspective that allows you to see how everything is interconnected. Others may be confused by your short-term moves, that in your mind you have a vivid multi step strategy to get you to your goal. You don't take paths that lead nowhere. Instead, you find clear direction in even the most complex situations, which makes you an essential asset to any forward-looking team.

18. Thinker (THINKING): Your objective is to think. Some get excited by exercising their biceps and triceps, but you prefer to stretch your “brain muscles” through deep thought. This, however, does not necessarily mean that you are very focused. It simply means that you enjoy mental activity and meaningful conversations. In fact, you are your own best companion on your mind journeys. This introspection allows you to digest complex information and ideas before communicating them with the outside world. Who wouldn't like to have a team member who can simplify sophisticated concepts in a way that even three-year-olds can understand?

19. Time Keeper (DOING): Your objective is to set timelines and deadlines. Surprises annoy you, so you prefer to plan everything. You don't necessarily need full control, but there must be order and predictability in the world around you. You unconsciously impose structure into everything by setting up routines, timelines, and deadlines. If you make plans, you follow them thoroughly, no matter what. In a team or project environment, your need for structure and discipline are extremely valuable in maintaining progress and productivity.

20. Winner (MOTIVATING): Your objective is to compete with others to win. In your mind, only losers believe that participating is more important than winning. Competitions are created to select one winner only because, in the end, the results are a measured comparison to others. And no one but you knows the real taste of victory! Since you compete to win, you also tend to participate in events where you feel more likely to do so. Sometimes it doesn't even matter what you compete for – it's being number one that excites you. People like being on your team because you take competition to an entirely new level. You infuse passion into the game and make sure victory is celebrated accordingly.