

Using Your Strengths to Accept Change

In *Unstuck at Last*, I list the 10 most frequently occurring Strengths (based on 8,689,762 respondents) as well as suggestions for how you can harness each of these Strengths when dealing with change. After receiving requests from individuals who wanted to learn how they could impact change using the other 24 remaining Strengths, I went to work on a more thorough list.

Below is a complete list of all 34 Strengths and how each can be utilized to manage the changes you encounter – personally and professionally.

1. Achiever[®] – Achievers are hard workers. You need to visualize each change as a race that you want to complete. It is an opportunity to show others your ability to check things off your to-do list. Your determination and hard work need to be funneled into change-related goals.
2. Responsibility[®] – Individuals with high Responsibility follow through on the things they say they will do. When change is inevitable, tell a trusted colleague, friend, or superior that you intend to be a leader in embracing this change. Visualize how you will own an upcoming change and become the “go-to” person for others who also want to embrace change.
3. Learner[®] – Learners love to be on the forefront of change. Reading about the ramifications of a particular change or interviewing others who know about it are great tools for you to use.
4. Relator[®] – Relators enjoy close and genuine friendships. Relators should ask a close friend to walk step-by-step with them through the change process. Having a partner will make any change more bearable for you as a Relator.
5. Strategic[®] – Those with Strategic talents enjoy trying out new processes but may resist changes that have not been well-researched. Getting in on the ground floor of change is critical for you. Use your Strategic strengths to make mid-course corrections.
6. Input[®] – High Input folks have helpful resources that make changes more bearable. Using the information or tools at your disposal is a win-win for all. As someone with Input, you are gratified by the process of first collecting the knowledge and then using it to help individuals or groups.
7. Harmony[®] – Having Harmony as a strength allows you to remain at peace in the middle of chaos. You look for common ground and appreciate people who, like you, avoid conflict. Your ability to appease those who are upset by changes is a helpful team-strengthening skill in times of change.
8. Empathy[®] – High Empathy individuals are able to understand how change impacts others. You are able to put words to the feelings that you see overcome them. Use your emotional intelligence to think about the personal benefits that change can facilitate. You may need to use your Empathy talents to explain to others – who do not have your insight – why there is resistance to change.

9. Adaptability[®] – Having high Adaptability means that you are open to changes and expect them around every corner. Your willingness to embrace change makes every day different and exciting. Help others without your talent to adapt and respond to the needs of the situation.
10. Maximizer[®] – As a Maximizer you enjoy taking something good and making it even better. Think of change as an opportunity for improvement. Share with others your perspective on how an upcoming change could translate into individual or group benefits. Then, track the progress that is made and press for continued excellence.
11. Restorative[®] – Being highly restorative means that you enjoy solving problems. You instinctively think of change as a problem to solve. How can you best tackle it? What obstacles need to be overcome for this change to be fully incorporated? Share your insights with others who are less likely to see these solutions so clearly.
12. Positivity[®] – Individuals who have Positivity in their “Top 5 Strengths,” are quick to see the good that can come from changes, and will naturally minimize the problems changes can create. Your ability to see the silver lining and to steer clear of a pessimistic attitude will make you a fantastic resource to individuals who are initiating changes.
13. Developer[®] – People with Developer talents are especially skilled at seeing the small steps of progress that lead to meaningful changes. While these small steps might be invisible to some, the Developer can cheer others on and stimulate more change. You can serve as the keenly observant coach who helps spark needed changes, always monitoring progress and growth.
14. Arranger[®] – If you are an Arranger, you are a natural organizer. You look for ways to make change happen by organizing the steps of the process for others. Arrangers do not understand why people are resistant or intimidated by change. As an Arranger, you probably welcome changes because you see change as an opportunity to showcase your flexibility.
15. Ideation[®] – As someone with high Ideation, you love to tackle change by imagining the new or innovative ways to improve the process, the organization, or the relationship. Why do we do things the way we have always done them, if changing the process might lead to an improved process?
16. Individualization[®] – High Individualization folks are able to find the unique qualities and the special talents of people. Your ability to place the right person on the right task will help make change less difficult. You also naturally understand that since individuals learn differently, changes need to be explained differently to various people.
17. Woo[®] – Those with Woo can use their large social network and natural ability to break the ice to better understand the implications of change. As someone with Woo, you derive energy from connecting with a variety of people. If people in your network who have undergone a similar type of change, you may garner new facts from them.

18. Communication[®] – As someone who can easily put her thoughts into words, you are poised and ready to make “pro” and “con” lists that explain the benefits and problems that changes can trigger. Share your ideas with others and see how your list can be expanded and improved.

19. Connectedness[®] – The individual with high Connectedness believes that things happen for a reason. Given this perspective, it is likely that you believe that changes happen for a reason. Your ability to accept the mysteries in life make you more open to changes and understanding of how change benefits the entire group, community, and world.

20. Analytical[®] – Those who are highly analytical can quickly embrace changes that are based on data, logic, and facts. If change is based on emotions or illogical reasoning, you will be resistant to change. You can quickly think through the implications and obstacles related to change using your unemotional analysis.

21. Includer[®] – The Includer is exceptionally skilled at making sure the entire team, organization, or social group is included in the change process. You see who might feel disenfranchised and overlooked and work to bring them into the group, understand their needs related to the change, and make certain that their perspective is heard.

22. Intellection[®] – People with high Intellection talents are thoughtful and thought-provoking. You excel at changes that are complex and require time to be fully processed. Ideally, you need time to independently consider the large and small ramifications that changes might bring before moving forward with change.

23. Focus[®] – Individuals who have Focus are goal-oriented and excellent at getting things done. For you, homing in on the end-result and potential benefits of change set all next steps in motion automatically. Your clarity of intentions and ability to remain undeterred by outside “noise” helps lead others in the right direction.

24. Belief[®] – Those with high Belief talents are motivated by their core values. Changes that fly in the face of your core values cannot and will not be embraced nor accomplished. Similarly, changes that further your core values and are consistent with them are easily made and quickly integrated into your daily routine.

25. Futuristic[®] – The Futuristic individual is energized by the thought of what could be. Changes that lead to a brighter tomorrow and are consistent with your visions of the future are inspiring and exciting. Create a descriptive vision of the future and connect necessary changes to that vision to inspire others.

26. Consistency[®] – The high Consistency individual is interested in preserving fairness among all and making sure that rules are followed. For those of you with high Consistency, changes must be instituted in such a way that everyone is treated in the same way. You detest the idea that someone may get preferred treatment.

27. Competition[®] – For individuals who have high Competition, the need to win trumps all other desires. The need for change must, therefore, be connected to success. If your competition is resting on their laurels, a high Competition person can seize the opportunity to pull ahead by instilling a necessary and important change.

28. Deliberative[®] – Highly Deliberative people are able to see the barriers to change and can alert others to these possible problems. When you are given time to process, think through the potential obstacles, and anticipate the solutions to those obstacles, then you can be a resource for others who struggle with change or for those who try to institute change too quickly.

29. Activator[®] – When an Activator decides upon a needed change, he embraces it. Changes that suit you are easy to make, because you lack the need to over-think your actions. You are someone who enjoys learning how changes will impact the environment by diving in and testing the waters.

30. Context[®] – Can current changes be predicted by past changes? Those who are high Context believe that the past is a terrific predictor of the future. If you have Context in your “Top 5 Strengths,” you appreciate how changes are cyclical and may remind others that this is not the first time a particular change has been necessary.

31. Discipline[®] – High Discipline folks are excellent at providing structure and meeting deadlines related to needed changes. You are able to prevent the confusion that changes may prompt and are good at thinking through the most effective way to organize change for an individual or for a group.

32. Significance[®] – People who have Significance in their “Top 5 Strengths” want to be seen and heard. You may find yourself being an advocate for change and a spokesperson who can motivate or influence others to join the change bandwagon.

33. Self-Assurance[®] – Change can be risky. Those who have Self-Assurance know when a risk is worthwhile. Your internal confidence allows you to persuade others to make a change that is consistent with your thinking. Your certainty reassures others who fear change.

34. Command[®] – Those with high Command do not shirk the inevitable conflicts that changes stimulate. In fact, you may seek out these conflicts to clear the air and move past issues. To you, change is more possible when everyone understands how and why the changes have been made. Clarity surrounding the change process is infinitely better than ambiguity, even if it brings conflict.

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