



Activator®

THEME DESCRIPTION

"When can we start?" This is a recurring question in your life. You are impatient for action. You may concede that analysis has its uses or that debate and discussion can occasionally yield some valuable insights, but deep down you know that only action is real. Only action can make things happen. Only action leads to performance. Once a decision is made, you cannot not act. Others may worry that "there are still some things we don't know," but this doesn't seem to slow you. If the decision has been made to go across town, you know that the fastest way to get there is to go stoplight to stoplight. You are not going to sit around waiting until all the lights have turned green. Besides, in your view, action and thinking are not opposites. In fact, guided by your Activator theme, you believe that action is the best device for learning. You make a decision, you take action, you look at the result, and you learn. This learning informs your next action and your next. How can you grow if you have nothing to react to? Well, you believe you can't. You must put yourself out there. You must take the next step. It is the only way to keep your thinking fresh and informed. The bottom line is this: You know you will be judged not by what you say, not by what you think, but by what you get done. This does not frighten you. It pleases you.

POWER AND EDGE

Activators are catalysts who get things started. They naturally see how to turn ideas into action. As a result, they make things happen. Their energy can be contagious and engaging. If you have an important project or talented group that simply needs a "jump start," find an Activator — they bring energy and instant momentum.

ACTIVATOR IN ACTION

Words that might describe a person with dominant Activator talents:

impatient
influential
action-oriented
initiating
catalytic
propulsive
fast
dynamic

ACTION ITEMS

- Seek work in which you can make your own decisions and act upon them. In particular, look for startup or turn-around situations.
- Frequently put yourself in situations where you can make things happen. The energy and tempo you bring to the group and project will engage you and the people you work with.
- Take responsibility for your intensity by always pushing for action when you are part of a group.
- Make it your role in meetings to ask for action items before the group dismisses. Your drive to make things happen can be the push that many groups need to move from discussion to action.
- When insights or revelations occur, record them so you can act on them at the proper time.
- Recognize that your "pushiness" might sometimes intimidate others.
- Give the reasons why your requests for action must be granted; otherwise, people might dismiss you as impatient and label you as a "ready, fire, aim" person.
- Avoid activity for activity's sake. If you want people to join in your activity, you will need to provide them with a purpose for their actions.