



Harmony®

THEME DESCRIPTION

You look for areas of agreement. In your view, there is little to be gained from conflict and friction, so you seek to hold these to a minimum. When you know that the people around you hold differing views, you try to find the common ground. You try to steer them away from confrontation and toward harmony. In fact, harmony is one of your guiding values. You can't quite believe how much time is wasted by people trying to impose their views on others. Wouldn't we all be more productive if we kept our opinions in check and instead looked for consensus and support? You believe we would, and you live by that belief. When others are sounding off about their goals, their claims and their fervently held opinions, you hold your peace. When others strike out in a direction, you will, in the service of harmony, willingly modify your own objectives to merge with theirs (as long as their basic values do not clash with yours). When others start to argue about their pet theory or concept, you steer clear of the debate, preferring to talk about practical, down-to-earth matters on which you can all agree. In your view, we are all in the same boat, and we need this boat to get where we are going. It is a good boat. There is no need to rock it just to show that you can.

POWER AND EDGE

The particular brilliance of the Harmony theme is its natural practicality and preference for emotional balance. By reducing friction, people especially talented in the Harmony theme can enhance collaboration. They avert many contentious interactions before they start and quickly help others find a resolution.

HARMONY IN ACTION

Words that might describe a person with dominant Harmony talents:

practical
concrete
conflict-reducing
collaborative
agreeable
task-oriented

ACTION ITEMS

- When working with others, stress the value of reaching consensus.
- In discussions, look for the practical side of things. Help others see this practical side. It is the starting point of agreement.
- Build a network of people with differing perspectives on whom you can rely when you need expertise. Your openness to other viewpoints will help you learn.
- Accept the responsibilities of being a good team member. Your willingness to adjust and your tolerance for differing views can become significant strengths.
- When people argue, ask others in the group to share their thoughts. By increasing the number of voices in the conversation, you are more likely to find areas where all parties can agree. You can draw people together.
- Polish your talents by taking a conflict-resolution course in an area such as nonverbal communication. The skills and knowledge you gain will combine with your talents to give you strength in handling conflicts.
- Partner with someone with a strong Command or Activator theme. This person can help you confront the conflict head-on when all of your best efforts to resolve it have met with no success.