



Maximizer®

THEME DESCRIPTION

Excellence, not average, is your measure. Taking something from below average to slightly above average takes a great deal of effort and in your opinion is not very rewarding. Transforming something strong into something superb takes just as much effort but is much more thrilling. Strengths, whether yours or someone else's, fascinate you. Like a diver after pearls, you search them out, watching for the telltale signs of a strength. A glimpse of untutored excellence, rapid learning, a skill mastered without recourse to steps — all these are clues that a strength may be in play. And having found a strength, you feel compelled to nurture it, refine it and stretch it toward excellence. You polish the pearl until it shines. This natural sorting of strengths means that others see you as discriminating. You choose to spend time with people who appreciate your particular strengths. Likewise, you are attracted to others who seem to have found and cultivated their own strengths. You tend to avoid those who want to fix you and make you well-rounded. You don't want to spend your life bemoaning what you lack. Rather, you want to capitalize on the gifts with which you are blessed. It's more fun. It's more productive. And, counterintuitively, it is more demanding.

POWER AND EDGE

Maximizers have and bring to others a focus on quality. They naturally prefer working with and for the best. They create strengths within groups by enabling each person to do what he or she naturally does best. Their drive toward excellence can lead to a new standard of success.

MAXIMIZER IN ACTION

Words that might describe a person with dominant Maximizer talents:

selective
 strengths-oriented
 quality-oriented
 results-oriented
 strengths-obsessed
 excellence-aware
 discriminating
 choosy
 judging
 sorting
 dissatisfied

ACTION ITEMS

- Once you have claimed your own strengths, stay focused on them. Refine your skills. Acquire new knowledge. Practice. Keep working toward mastery.
- Devise ways to measure your performance and that of your colleagues. These metrics will help you spot strengths.
- Develop a plan to use your strengths outside of work. In doing so, consider how your strengths relate to your personal mission and how they might benefit your family or the community.
- Study success. Deliberately spend time with people who have discovered their strengths. The more you understand how marshaling strengths leads to success, the more likely you will be to create success in your own life.
- Make your weaknesses irrelevant. For example, find a partner, devise a support system or use one of your stronger themes to compensate for one of your weaker ones.
- Explain to others why you spend more time building on strengths rather than fixing weaknesses. Initially, they might confuse what you are doing with complacency.
- Help your friends and colleagues recognize the talents and strengths in others.
- Meet regularly with mentors, role models and your manager for insight, advice and inspiration.