



Restorative™

THEME DESCRIPTION

You love to solve problems. Whereas some are dismayed when they encounter yet another breakdown, you can be energized by it. You enjoy the challenge of analyzing the symptoms, identifying what is wrong and finding the solution. You may prefer practical problems or conceptual ones or personal ones. You may seek out specific kinds of problems that you have met many times before and that you are confident you can fix. Or you may feel the greatest push when faced with complex and unfamiliar problems. Your exact preferences are determined by your other themes and experiences. But what is certain is that you enjoy bringing things back to life. It is a wonderful feeling to identify the undermining factor(s), eradicate them and restore something to its true glory. Intuitively, you know that without your intervention, this thing — this machine, this technique, this person, this company — might have ceased to function. You fixed it, resuscitated it, rekindled its vitality. Phrasing it the way you might, you saved it.

POWER AND EDGE

Those with strong Restorative talents bring a solution-oriented mindset to daily problems. They readily take on projects that others believe “can’t be saved.” They can analyze a situation, identify potential shortcomings and make the necessary adjustments.

RESTORATIVE IN ACTION

Words that might describe a person with dominant Restorative talents:

problem-oriented
driven
investigative
weakness-oriented
responsive
unintimidated
insightful

ACTION ITEMS

- Seek tasks or roles in which you are paid to solve problems. You might particularly enjoy roles in medicine, consulting, computer programming or customer service, in which your success depends on your ability to restore and resolve.
- Look for turnaround situations that others avoid. You will enjoy the challenge, and you will further your “can do” abilities and reputation.
- You might be attracted to difficult problems, but also look for easy-to-solve problems that offer big results.
- Let everyone know that you enjoy fixing problems. It comes naturally to you, although many people shy away from problems. You can help.
- Think through the ways you can improve your skills and knowledge. Identify the courses you can take to plug any gaps.
- Give yourself a break. Your strong Restorative theme might lead you to be overly self-critical. Try to redirect this theme either toward things about yourself that can be fixed, such as knowledge or skills (but not talent), or toward external, tangible problems. You may be your toughest critic. Develop your talent for truth-telling about yourself to include the honest truth about your valuable talents.
- Allow other people to solve their own problems. You might want to rush in and solve things for them, but in so doing you might hinder their learning. Watch out for this, particularly if you are in a manager, coach, teacher or parent role.