



# CONSISTENCY™

PEOPLE EXCEPTIONALLY TALENTED IN THE CONSISTENCY THEME ARE KEENLY AWARE OF THE NEED TO TREAT PEOPLE THE SAME. THEY TRY TO TREAT EVERYONE WITH EQUALITY BY SETTING UP CLEAR RULES AND ADHERING TO THEM.

## THIS THEME'S POWER AND EDGE

People with strong Consistency talents can easily and quickly make judgments that are fair to everyone involved. As a result, others have confidence in them and see them as trustworthy. They can develop policies and procedures that help teams and organizations maintain their integrity while accomplishing their mission.

RAW

vs.

MATURE

*Complementary Themes*

LIKELY PAIRS

vs.

UNLIKELY PAIRS

*Personal Reflections and Observations*

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Themes help you discover and talk about people's greatest talents. To appreciate people's dominant talents, be aware of the characteristics, values, roles, needs, and motivations of their themes in their lives. Use the information below to deepen your understanding of the Consistency theme's unique characteristics.

## **Characteristics (words that describe me):**

<i>fair</i>	<i>equal</i>
<i>leveling</i>	<i>compliant</i>
<i>predictable</i>	<i>consistent</i>
<i>just</i>	<i>practical</i>
<i>efficient</i>	

## **The Value I Bring:**

*rules and policies that promote cultural predictability*

*ability to reduce variance and increase uniformity*

*ability to easily and quickly make judgements that are fair to everyone involved*

*predictability and dependability*

*reliability and steadiness*



## **The Role I Play (words that describe who I am):**

<i>standardizer</i>	<i>rule-enforcer</i>
<i>systematizer</i>	<i>referee</i>

## **The Needs I Have:**

*clear expectations that are predictable and evenhanded*

*a consistent environment in which the rules are clear and applied to everyone equally*

*standard operating procedures*

## **My Motivations (what I love/hate):**

*I love repeating things in the exact same way.*

*I love when people are treated equally.*

*I hate unnecessary customization.*

*I hate when people gain an unfair advantage because of their connections or their background.*