



DEVELOPER®

PEOPLE EXCEPTIONALLY TALENTED IN THE DEVELOPER THEME RECOGNIZE AND CULTIVATE THE POTENTIAL IN OTHERS. THEY SPOT THE SIGNS OF EACH SMALL IMPROVEMENT AND DERIVE SATISFACTION FROM EVIDENCE OF PROGRESS.

THIS THEME'S POWER AND EDGE

Developers see the raw potential and incremental progress of others, and they actively invest in furthering that development. Their help and encouragement enable others to learn, grow, and improve. As a result, they help groups develop bench strength and ensure a successful future for individuals and teams.

RAW

VS.

MATURE

Complementary Themes

LIKELY PAIRS

VS.

UNLIKELY PAIRS

Personal Reflections and Observations

DEVELOPER®

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 Developer theme's unique characteristics.

Characteristics (words that describe me):

patient	perceptive
effective	encouraging
investing	others-oriented
observant	growth-oriented
self-sacrificing	helpful

The Value I Bring:

a commitment (time and energy) to human growth
patient with the inexperienced
spot the signs of improvement
satisfaction from others' growth



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

investor
coach
mentor
teacher
encourager
stretcher

The Needs I Have:

someone to invest in
interactions with others
freedom to encourage others' development
opportunities to recognize and praise others

My Motivations (what I love/hate):

I love human potential and progress.
I love seeing signs of growth in others.
I hate wasted or unrealized potential.
I hate the assumption that someone is done growing.