



# HARMONY®

PEOPLE EXCEPTIONALLY TALENTED IN THE HARMONY THEME LOOK FOR CONSENSUS. THEY DON'T ENJOY CONFLICT; RATHER, THEY SEEK AREAS OF AGREEMENT.

## THIS THEME'S 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.

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 Harmony theme's unique characteristics.

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

<i>practical</i>	<i>concrete</i>
<i>conflict-reducing</i>	<i>collaborative</i>
<i>agreeable</i>	<i>task-oriented</i>

**The Value I Bring:**

*a peace-loving, conflict-resistance approach*

*can see the areas of agreement, even within conflict*

*can help colleagues in conflict find agreement*

*a calm, even-keeled demeanor*



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

<i>mediator</i>	<i>negotiator</i>
<i>arbitrator</i>	<i>ombudsman</i>
<i>ambassador</i>	<i>diplomat</i>
<i>pragmatist</i>	<i>peacemaker</i>

**The Needs I Have:**

*opportunities to help others work together to find common ground*

*limited conflict and friction in my day*

*a focus on practical matters where I can take clear action*

*clarity and confidence in my approach*

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

*I love spotting the common ground and helping the group reach consensus.*

*I love the sacrifice of personal agendas to facilitate group performance.*

*I hate negative effects of friction.*

*I hate the loss of productivity because of unnecessary debates.*