



# INDIVIDUALIZATION®

PEOPLE EXCEPTIONALLY TALENTED IN THE INDIVIDUALIZATION THEME ARE INTRIGUED WITH THE UNIQUE QUALITIES OF EACH PERSON. THEY HAVE A GIFT FOR FIGURING OUT HOW DIFFERENT PEOPLE CAN WORK TOGETHER PRODUCTIVELY.

## THIS THEME'S POWER AND EDGE

People with strong Individualization talents notice and appreciate the unique characteristics of each person and can customize their approach accordingly. Like a casting director, they use their intelligence about people to position them to do what they do best. This creates a type of team synergy that leads to a more enjoyable experience and increased effectiveness.

RAW

vs.

MATURE

*Complementary Themes*

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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 Individualization theme's unique characteristics.

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

<i>aware</i>	<i>unique</i>
<i>perceptive</i>	<i>people-oriented</i>
<i>strengths-oriented</i>	<i>astute</i>
<i>fair</i>	<i>accurate</i>
<i>insightful</i>	<i>diverse</i>

## **The Value I Bring:**

*can see the talents of others*

*ability to identify ways to maximize the each individual's talents*

*customized approach to each person*

*can easily figure out how different people can work together productively*



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

<i>customizer</i>	<i>observer</i>
<i>acceptor</i>	<i>noticer</i>
<i>spotter</i>	<i>anthropologist</i>
<i>novelist</i>	
<i>biographer</i>	

## **The Needs I Have:**

*individualized expectations created to fit a person*

*flexibility to customize my approach with each individual*

*venues to identify and put to use each individual's unique strengths*

*freedom to treat each person differently*

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

*I love people getting to do what they do best.*

*I love adjusting my approach to match an individual's needs.*

*I hate seeing unique talents go unnoticed or untapped.*

*I hate a one-size-fits-all approach.*