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Ignite the Talent Within

Rhonda Burns | TalentSet™ Review

Thank you for sharing your talent with us! We are providing this report to help you appreciate the power of you! Leading talents are your individual competitive advantage, recurring positive energy that brings success, satisfaction and meaning.

Our talents are internal, intrinsic motivators which are inherently motivating and satisfying. Our ultimate joy and boundless energy come from doing what we do best!

TalentSet™

ORGANIZER - meticulous, highly structured and organized

PURPOSE - driven to make a difference for people; purposeful and meaningful work.

INDIVIDUALIZER - sensitive to the uniqueness of the individual and responds to that uniqueness.

ANALYST - analyzes variables and scenarios to determine solutions.

COACH - helping people learn new skills, grow and develop their strengths.

ACCOMMODATOR - collaborating, adapting ideas and building consensus.

ORGANIZER

Firmly under control is your world – across the cultures to which you belong. Impeccably arranged, meticulous and orderly is not just what you do, it is who you are, from your dress to your desk to your thinking. Structuring your work and life is energizing and enriching, so much so that you can't stop fine tuning, which increases your structure from great to flawless.

The jealousy this arouses in the workplace is just a reflection of how difficult (even

The most visible aspect of this talent is in the perfection of dress, time, and surroundings. What people sometimes miss is the clarity and form of your thinking process, which is consistent across contexts.

Thank your ORGANIZER theme for sustaining and promoting teams and organizational progress. You continuously provide the infra-structure to mark the path taken and pave the road ahead in perfect alignment with the goal.

Challenge: For situations where the haphazard approach of others diminishes your potential for impact.

Once you become known as the icon of organization, you can become an unwelcome recipient of poor work, dumped at your door as an afterthought. Of course, you can manage the structure and organization necessary to rescue any project or team member. The occasional rescue among partners is fine, but your talent demands a better gig, one with respect and forethought where your gifts will be well-utilized for their true value.

Push to the beginning of projects/tasks to place yourself in a better position to lead in a way only you can. And share your gifts with team members and others who need to get started right. Even if they can't sustain the process to your level of effectiveness, you'll be making a difference.

How has ORGANIZER driven your thoughts, feelings or behavior today?

What do you take pride in organizing?

PURPOSE

Having a purposeful life drives your energy, one filled with meaningful contributions to people, at work, in community and in your family. You lead with unwavering values, and when "on purpose" there is no unimportant task that serves others. Purposeful energy is sustainable through hardship, impracticality and non-recognition; its coming from your belief and values. Changes will be quickly adopted when the "why" and "who it benefits" are clear.

Metrics without mission are a turnoff; simply driving faster isn't what inspires you. In situations without remembrance of why and who we serve, work can become a hollow chase for a meaningless goal. Something you must avoid or accept only if it serves your

People with dominant PURPOSE share the underlying basis in their personal values and beliefs, yet they are not all alike. What they believe in and their specific values will vary substantially but will always be other-oriented (beyond their self). The other orientation aspect of this theme makes it possible for PURPOSE driven individuals to find purpose in many situations and walks of life, providing they can see how what they do matters.

Challenge: For situations where you cannot see the point of the work and the emphasis is quantitative.

For you, metrics, dollars, growth percentages will carry little interest if not tied to purpose. You can and will find excitement and reinforcement from them if your TalentSet includes motivational drives like COMPETITOR, but to be fully inspired they must compliment your need to make a difference.

If you cannot find purpose in work life, you may need to find it through family, volunteer, church or other organizations that resonate with your values and need to contribute. The energy that comes from purposeful pursuit will carry over to other endeavors.

How has PURPOSE driven your thoughts, feelings or behavior today?

What is meaningful work for you?

INDIVIDUALIZER

Some people know a lot of people. You know a lot about each one. And that makes the difference. INDIVIDUALIZER TALENT is a finely tuned lens focused on an individual bringing their needs, interests, talents, likes and dislikes into focus. Each person expands under your lens; the detail coming to life, the colors sharpen to individualize the focus.

Have you ever been surprised to hear a person described with seemingly no awareness of the individual at all? The description is bland, lacking intensity and accuracy. Or worse, being described with the vividness of the phrase, Single White Female (from the movie).

When talent is dominant, we tend to project it. So, it wouldn't be surprising if you were often shocked by how little many people pick up on the differences between team

Challenge: For situations where your INDIVIDUALIZER talent isn't being leveraged in the culture.

Sadly, many organizations are missing your amazing gift to see the uniqueness in the individual. It is why most organizations create fixed job descriptions that don't fully embrace the unique and powerful capabilities of individual incumbents. If it were in your domain you would likely see the value is adjusting the expectations to capitalize on each person's strengths,

The key for you is to volunteer your perceptions. Offer insight to others who may miss important aspects of individual needs, abilities or goals. Your drive is to get things right for the person - and using your talent will help others to see beyond the structure to the "fit" for the person.

How has INDIVIDUALIZER driven your thoughts, feelings or behavior today?

Name some of your team members and their special talents/strengths?

ANALYST

Approaching situations fires perspective. All things examined dispassionately in methodical ways; historical, evidential, dispassionate analysis energizes you. Stripping out the facts from the marketing fluff and tracing likely outcomes is automatic, more a way of experiencing than a learned procedure. Because the process of discovery and analysis is inherently energy producing, this is a theme that drives the mastery of analytical methods, tools, ideas.

The analytical never stops even in situations which don't actually scream out for it (movies, events), so it's likely you have taken some heat for "taking the fun out of stuff." What can amaze you still is how others can't see the unsupported generalizations in arguments, or the possible scenarios resulting from various decisions.

Like other dominant talents, ANALYST permeates your experience in a unique and highly valuable way. The challenge is often that others lead more from emotion in contrast to the rational frame from which you view events. Maybe this difference can be perceived as negative by some, but that perception stems from their TalentSet more than yours; critical thinking isn't biased.

Thank your ANALYST while the excitement is high and the ACTIVATORS are pushing

between success and failure. All the more reason to be strategic in its use.

Challenge: For situations where others don't appreciate your logic.

While those around you may feel “drained” by the scientific process, asking you to turn it off is draining to you. It may make you feel numb.

While you could hold back on the analysis of ice cream scoops sizes at the birthday party, it might be better to let your talent flow and just not detail the process. You revel in the interconnections and logic, and it's tempting to share that – but sometimes the solution is more important: Chocolate.

Leading with the solution will increase your credibility and impact. It will also make others ask about the process that yielded it.

How has ANALYST driven your thoughts, feelings or behavior today?

What has fired your critical thinking?

COACH

They call you teacher, partner, developer, coach. For you it's the drive to see people learn and develop new capabilities. You seize any opportunity to provide recognition of growth or accomplishment, to suggest new ideas/techniques, and to offer your support. COACH isn't just the role of manager or leader, people with this talent actively invest in and contribute to the success and growth of everyone around them. Some might say, they have no opportunities for coaching as they are not yet managers. But COACH means the person has been “making people better” from their earliest encounters.

The Coach doesn't start with what's wrong, but rather with what is working and how to enhance it. A positive focus on creating better capabilities. There are few other talents so responsible for generating impact on the individual's growth and loyalty. WE all want to get better, and those with COACH actively engage us to develop.

COACH likely means you seek out new ideas and learning (particularly if MASTERY is a part of your strengths), and this adds richness to your efforts with team members, customers, and others.

Challenge: For situations where you are paid to produce, but not to coach or help others learn

Highly competitive arenas may not always structure in the coaching that is necessary to develop outstanding performers. You don't need structure, but in situations like this, your own performance may suffer slightly as you support those who need to learn more – or are just starting.

It would be less frustrating for you if your efforts were recognized at least informally, but that is often unlikely (except from those you have helped). For your own satisfaction, recognize that this talent is connected to your values and represents a contribution that will grow with the accomplishments of your beneficiaries. At some point, you may wish to gravitate to managerial/leadership roles where your gift will have access to better support and can flourish accordingly.

How has COACH driven your thoughts, feelings or behavior today?

Who are you coaching and supporting?

ACCOMMODATOR

Making it work, no matter what. Your natural ACCOMMODATOR talent arises spontaneously wherever people are talking, working or planning. Others before self is perhaps the best way to characterize this talent. You will adjust, without conscious decision, just as a function of your cooperative and collegial talent.

The exhilaration that comes from channeling opposing forces into a calm and successful path helps bring plans to fruition and maintains productive relationships. Naturally adaptive, your strength is emotional more than rational; yes, you solve problems but the impetus to act is not structural in nature it is relational, bringing peace and partnership.

Rarely do we work alone. Our organizational dynamics put people together who bring disparate TalentSets, competencies and roles. Some of which can appear contraindicated. As RELATOR is the glue of culture, ACCOMMODATOR bends and hones the edges of disparate views to make the puzzle pieces fit.

Challenge: For situations where ACCOMMODATOR is seen as weakness.

In highly aggressive cultures, where team members often conflict over the right course of action and winning can take precedence over the right course of action, ACCOMMODATORS may be under appreciated. "Pick a side" may be demanded when

Your other orientation may never claim success or recognition; it is satisfaction enough for you - when it works. That said you may need partners who are ready to support your hybrid point of view and see it for the strength that it is.

How has ACCOMMODATOR driven your thoughts, feelings or behavior today?

What are you doing to make things work better?

About the TalentSet

The TalentSet reflects a 40+ year journey in studying outstanding individuals, managers, leaders and organizations. Our book, ***Culture Eats Strategy for Lunch***, focused on our passion for discovering what's right about people and how to maximize individual talent, performance and growth. From research and practice with thousands of individuals across industries (healthcare, financial, manufacturing, distribution, etc.) and roles (nurses, teachers, engineers, managers, leaders, account executives, salespeople, etc.) we have created the instrument, courses and tools to help every person ***ignite the power of their unique TalentSet***, and make positive & productive connections in their family, work and community.

Dr. Kathie Sorensen and Curt Coffman,
- **Powered by The Coffman Organization, Inc.**

About Roth Staffing

Roth Staffing Companies is one of the largest privately held staffing firms in the United States, operating from more than 100 locations across 20 states and the District of Columbia. Roth Staffing consists of five specialized business lines: [Ultimate Staffing Services](#) for administrative and office positions, [Ledgent Finance & Accounting](#), [Ledgent Technology](#), [Adams & Martin Group](#) for legal staffing, and [About Talent](#) for workforce solutions.

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