



# **EXTRA REPORTS**

for Jeffrey Bodin



# HIGH5 STRENGTHS COMPATIBILITY

for Jeffrey Bodin

Your HIGH5 strengths do not exist in solitude, but rather complement each other forming a unique mix of strengths. They do the same in a team environment when your combination of strengths would work better together with a complementary mix of strengths.

The HIGH5 STRENGTHS COMPATIBILITY presents your 5 main strengths and consists of 2 parts. One focusing on the complementarity of strengths within your HIGH5, and another - on the complementary partnerships you can form with people around you.

1. Analyst
2. Time Keeper
3. Catalyst
4. Philomath
5. Thinker



## COMPLEMENTARITY WITHIN HIGH5

### ANALYST + TIME KEEPER

My approach is characterized by strong logic and discipline, because that's the most efficient way of achieving an objective

### ANALYST + CATALYST

Action is the best way for me to get extra information that I can use for making decisions even more sound and grounded

### ANALYST + PHILOMATH

While I enjoy the process of learning in itself, I need to see the objectively measurable outcome of it in the end

### ANALYST + THINKER

My decisions are based on both strong logical reasoning and deep inner thinking

### TIME KEEPER + CATALYST

While I do prefer action over excessive planning, my initiatives are never disorganized, chaotic, or unpredictable



## COMPLEMENTARITY WITHIN HIGH5

### TIME KEEPER + PHILOMATH

I enjoy learning new things and I do it faster than others because of my ability to put together a detailed and organized plan for that

### TIME KEEPER + THINKER

I set my plans, milestones and schedules based on deep thinking process, which gives me extra certainty to follow them through

### CATALYST + PHILOMATH

I enjoy learning new things and the best way for me to do it is through action and trying things out

### CATALYST + THINKER

I can combine both - deep thinking & inner reflections and making people move quickly into action

### PHILOMATH + THINKER

My mind is not only curious to learn as many things as possible, but also capable of developing deep understanding of each one of them



## STRENGTH: ANALYST

### Complementary Partnerships with Others

#### EMPATHIZER

Empathizers have an intuitive grasp of the feelings of the people around them. They have a natural ability to draw out the underlying emotions that are at play in decision-making. In contrast, Analysts prefer not to give much voice to emotions, as they can often be difficult to quantify or ground in hard facts. Such a partnership often encourages Analysts to take into account the more emotive aspects of decision-making, as although these traits can be difficult to measure, they are often powerful motivators and therefore valuable considerations in moving forward.

#### OPTIMIST

Optimists enjoy bringing lightheartedness to the atmosphere. They're generous with praise, quick to smile, and always on the lookout for the 'silver lining.' This is especially helpful when the team encounters challenges, as Optimists are able to bring hope and lighten the spirits of those around them. In contrast, Analysts are always digging deeper to uncover the reasons behind setbacks and obstacles. This partnership often encourages those with the Analyst strength to keep the team's spirits up while identifying underlying causes and the best way forward.



## STRENGTH: TIME KEEPER

### Complementary Partnerships with Others

#### BRAINSTORMER

Brainstormers enjoy thinking out of the box. Discovering a fresh new idea, connecting different ideas together, or changing up the accepted way of doing things can be very exciting for those with Brainstormer strength. In contrast, people with Time Keeper strength prefer following a structure and getting things done. New ideas and changes make workflows more unpredictable and may create disruptions. This partnership often encourages Time Keepers to stretch themselves and go out of the comfort zone to try out new areas. Such a partnership built with respect for each other's strengths is helpful for new perspectives and for personal developmental growth.

#### CHAMELEON

Chameleons enjoy dynamic environments and react very well to changes. They are often wired in such a way that they do not enjoy work that is routine in nature. In contrast, people with Time Keeper strength prefer very much to work in a predictable environment, and they enjoy routine immensely. This partnership often encourages Time Keepers to be better managers of change. People with Chameleon strengths provide great perspective in dealing with dynamic environments (and bosses).



## STRENGTH: CATALYST

### Complementary Partnerships with Others

#### DELIVERER

Deliverers tend not to take action when they are not sure whether that particular decision is the right one to make. In contrast, Catalysts would rather take action first, then think through and learn on the way. Partnering someone strong in the Deliverer strength allows for discussions that can encourage a Catalyst to think through the consequences of his/her intended actions. Questions that surface in the thought process may include: Is this the right thing to do? Is this a responsible decision? Will anyone be compromised or hurt through this decision? Do we have the resources and know-how to follow through on this project?

#### BRAINSTORMER

Catalysts have a penchant for turning ideas, even complex or seemingly cumbersome ones, into reality. Paired with those who have the Brainstormer strength, Catalysts can capitalize on the varied ideas churned out by their partners to find valuable opportunities. Catalysts thrive on identifying and seizing opportunities that many others may be oblivious to. In short, when a partnership is struck with the Brainstormer strength, a great synergy occurs: Brainstormers take pride in their ideas while Catalysts take pride in the action. Such a partnership, when wisely harnessed, can reap much fruit.



## STRENGTH: PHILOMATH

### Complementary Partnerships with Others

#### FOCUS EXPERT

Focus Experts instinctively evaluate whether a particular action will help a person move toward his goal. Partnering those with the Focus Expert strength allows the Philomaths to clarify their learning goals and better direct their planned actions. This ensures their learning is focused and that it will move them toward their goals compared to learning in a haphazard manner. This is especially important in environments where lots of learning opportunities exist. The hunger to learn and absorb new knowledge can actually work against them if there is no clarity of learning goals. Directed learning or focused learning will increase the Philomath's effectiveness.

#### EMPATHIZER

Empathizers sense the differences between individuals, their needs and emotions. They instinctively observe each person's style, each person's motivation, how each thinks, and how each builds relationships. Partnering those with Empathizer strength empowers the Philomath to understand the different ways people learn effectively so that approaches can be customized. This partnership can be especially helpful for teachers with the Philomath strength. For managers with the Philomath strength, leveraging the knowledge and keen observations of those with the Empathizer strength will provide greater understanding of the learning needs of different staff.



## STRENGTH: THINKER

### Complementary Partnerships with Others

#### CATALYST

Catalysts have a powerful ability to translate thought to action. They bring energy and momentum to their relationships and workplaces. In contrast, Thinkers are energized by the process of thinking. They bring depth of thought to conversations and feel stimulated when they are tasked to think through projects well. Partnering a Catalyst would push Thinkers to act on their thoughts and ideas, thus not letting great ideas stagnate in the think tank while also allowing projects to move forward intelligently.

#### STORYTELLER

Storytellers are talented in finding the right words to make their messages come alive. They're externally focused, and they love sharing stories and ideas with people. In contrast, Thinkers are internally focused and tend to introspect a lot. Such a partnership encourages those with the Thinker strength to find the best ways of communicating their insights to others, thus sparking intellectual conversations and stimulating their thinking as well as that of the people around them.



# **HIGH5TEST**

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