



Analytical®

THEME DESCRIPTION

Your Analytical theme challenges other people: “Prove it. Show me why what you are claiming is true.” In the face of this kind of questioning, some will find that their brilliant theories wither and die. For you, this is precisely the point. You do not necessarily want to destroy other people’s ideas, but you do insist that their theories be sound. You see yourself as objective and dispassionate. You like data because they are value free. They have no agenda. Armed with these data, you search for patterns and connections. You want to understand how certain patterns affect one another. How do they combine? What is their outcome? Does this outcome fit with the theory being offered or the situation being confronted? These are your questions. You peel the layers back until, gradually, the root cause or causes are revealed. Others see you as logical and rigorous. Over time, they will come to you in order to expose someone’s “wishful thinking” or “clumsy thinking” to your refining mind. It is hoped that your analysis is never delivered too harshly. Otherwise, others may avoid you when that “wishful thinking” is their own.

POWER AND EDGE

Those with Analytical talents have valuable insights because they are able to uncover the essential facts needed for excellence in any endeavor. This type of thinking helps them and others become clearer about what excellence is and how it can be attained.

ANALYTICAL IN ACTION

Words that might describe a person with dominant Analytical talents:

objective
 numbers-oriented
 data-driven
 dispassionate
 skeptical
 questioning
 scientific

ACTION ITEMS

- Take the time to identify credible sources you can rely on. Determine the most helpful books, websites or other sources that can serve as references.
- Choose assignments or work in which you are able to analyze data, find patterns or organize ideas.
- When you are working with a group to plan a new initiative or project, be involved in the early stages. You will be able to assess the feasibility and direction of the plan before it gets too far into the process.
- Develop your Analytical skills by sharing ideas with outstanding analysts who specialize in your area.
- Listen to people with strong Strategic, Belief or Empathy talents. Their insights and intuitions are difficult to measure, but their assessments are often accurate and valuable nonetheless.
- Volunteer your Analytical talent. You can be particularly helpful to those who are struggling to organize large quantities of data or to bring structure to their ideas.
- Set aside time each week to think about the issues your team and organization are facing. This time away from the action will allow you to fully apply your analytical mind and gain insights that will lead to an effective solution.