



# Developer®

## THEME DESCRIPTION

You see the potential in others. Very often, in fact, potential is all you see. In your view, no individual is fully formed. On the contrary, each individual is a work in progress, alive with possibilities. And you are drawn toward people for this very reason. When you interact with others, your goal is to help them experience success. You look for ways to challenge them. You devise interesting experiences that can stretch them and help them grow. And all the while, you are on the lookout for the signs of growth — a new behavior learned or modified, a slight improvement in a skill, a glimpse of excellence or of “flow” where previously there were only halting steps. For you, these small increments — invisible to some — are clear signs of potential being realized. These signs of growth in others are your fuel. They bring you strength and satisfaction. Over time, many will seek you out for help and encouragement because on some level they know that your helpfulness is both genuine and fulfilling to you.

## POWER AND EDGE

Developers see the raw potential and incremental progress of others, and they actively invest in furthering that development. Their help and encouragement enable others to learn, grow and improve. As a result, they help groups develop bench strength and ensure a successful future for individuals and teams.

## DEVELOPER IN ACTION

Words that might describe a person with dominant Developer talents:

patient  
 perceptive  
 effective  
 encouraging  
 investing  
 others-oriented  
 observant  
 growth-oriented  
 self-sacrificing  
 helpful

## ACTION ITEMS

- Seek roles in which your primary responsibilities will be in facilitating growth. Teaching, coaching or managing might prove especially satisfying for you.
- Notice when your friends and colleagues learn and grow, and enhance their growth by sharing your specific observations.
- Make a list of the people you would like to help develop. Write what you would consider to be each person’s strengths. Schedule time to meet with each of them regularly — even if only for 15 minutes — and make a point of discussing their goals and strengths.
- You are a natural encourager. Take the time to call, text or email people who need your encouragement the most.
- Identify the mentor or mentors who recognized something special inside you. Take the time to thank them for helping you develop, even if this means tracking down a former teacher and sending him or her a letter.
- Partner with someone with a strong Individualization theme. This person can help you see where each person’s greatest strengths lie. Without this help, your Developer instincts might lead you to encourage people to grow in areas in which they lack real strength.
- Carefully avoid supporting someone who is consistently struggling in his or her role. In such instances, the best developmental action you can take is to encourage him or her to find a different role — one that fits.