

# Elevations® Temperament Reference



## Organizer Preference

**Key Word(s):** Goal Achievement

**Brain, Chemicals Released:** Serotonin

**38% of the General Population**

You are a steady, reliable contributor with a talent for creating order. You are most satisfied when solving problems, improving efficiency, conserving resources, or removing obstacles. You appreciate a clear definition of your role and the expectations for your position. You perform best when surrounded by resourceful, diligent co-workers who follow through on their commitments. You naturally attend to details, structure projects, monitor information, and get results.

**Joys:** Family, Achieving Goals, Vacations, Shopping for Deals, Films and Movies, Contributing, Community Service, Problem-Solving, Animals/Pets, Holidays.

**Values:** Punctuality, Accuracy, Security, Order, Dependability, Status, Compensation, Clear Expectations, Loyalty, Equity.

**Needs:** Stability, Reliable Co-Workers, Good Systems, Steady Paycheck, Appreciation, Clear Direction, Resources, Consistency, Efficiency, A Plan.

**Strengths:** Budgeting, Planning, Organizing, Implementing, Editing, Monitoring, Retaining Facts, Appraising, Auditing, Following Through.

**Communicating to the Needs of an Organizer Preference:**

- Be on time
- Set clear expectations, agenda, goals, and roles
- Notice their achievements (be their checklist!)
- Manage potential overwhelm
- Help them delegate



## **Liberator Preference**

**Key Word: Adventure**

**Brain, Chemicals Released: Dopamine**

**38% of the General Population**

You are action-oriented, adventurous, and resilient. You are most satisfied when you can follow your instincts and be adaptive, spontaneous, and light-hearted. You troubleshoot problems, use your hands skillfully, develop original approaches, and make an immediate impact while others may still be pondering available options. You perform best when surrounded by flexible, open-minded co-workers. You avoid jobs that are narrowly defined or routine. For you, variety is the most critical element for success.

Joys: Adventures, Parties/Gatherings, Unplanned Events, Winning, Speed, Excitement, Working with Tools, Friends, Vacations, Sports.

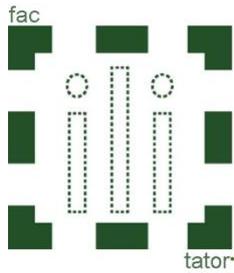
Values: Spontaneity, Autonomy, Flexibility, Mobility, Competition, Hands-On, Deadlines, Risk Taking, Fun, Variety.

Needs: Humor, Concrete Tasks, Challenges, Freedom, Have My Back, Options, Intensity, Cool Toys in the Garage, Casual Atmosphere, Good Tools/Equipment.

Strengths: Adapting, Assembling, Improvising, Mobilizing, Motivating, Negotiating, Observing, Persuading, Repairing, Selling, Mechanically Inclined.

Communicating to the Needs of a Liberator Preference:

- Offer choices
- Use visual aids
- Move if possible (walk, drive, etc.)
- Dig into their bucket list (what excites them)
- Help them with slow-moving, long-haul investments



## Facilitator Preference

**Key Word: Relationships**

**Brain, Chemicals Released: Oxytocin**

**12% of the General Population**

You are a skilled communicator who values teamwork and creating an environment where individuals can reach their potential. You are most satisfied in organizations that are mission-driven, purposeful, and committed to a clear set of values. You deal with people in a skillful, sensitive manner that inspires cooperation. Your natural enthusiasm for a program or project can be contagious. You can motivate and persuade co-workers or customers if you believe deeply in the product or service you represent. The ultimate reward is helping others make a difference on a global scale.

Joys: Beauty of nature, food/wine, relaxation, pets, deep connection, walking/exercise, personal growth, travel/vacation, art/creativity.

Values: Authenticity, Communication, Diversity, Harmony, Helping Others, Meaningful Work, Recognition, Social Contact, Teamwork, Work-Life Balance, Time Freedom.

Needs: Good Listeners, Safe Relationships, Down Time, Spirituality, Loyalty, Commitment, Encouragement, Flexibility, Variety, Growth.

Strengths: Building Relationships, Collaborating, Empathizing, Inspiring, Instructing, Interviewing, Listening, Mentoring, Communicating.

Communicating to the Needs of a Facilitator Preference:

- Focus on values as a filter for their motivation and decisions
- Consider their need to live up to their potential
- Allow for emotional expression
- Listen!!!
- Address work-life balance



## Innovator Preference

**Key Word: Learning**

**Brain, Chemicals Released: Testosterone**

**12% of the General Population**

You are a visionary with a razor-sharp eye for identifying and solving problems. You apply your logic to designing systems, tools, or theories that will address organizational needs. You set high goals for yourself and are driven by excellence. You value learning and knowledge. You are strategically gifted, developing plans of action that lead to achieve clearly defined objectives. You do not get easily distracted or discouraged if you are interested in what you are doing. Conversely, you can get easily bored if the project lacks adequate challenge.

Joys: Knowledge, Outdoors/Nature, New Projects, Systems, High Standards, Mastering New Things, Elegant Solutions, Technology, Exploring, Learning.

Values: Challenges, Complexity, Cutting Edge, Debate, Initiation, Innovation, Learning, Logic, Originality, Vision.

Needs: Toughness, Competent Co-Workers, Options, Flexibility, Excellence, Latest Technology, Answers, Strong Management, Conflict, Big Picture Thinking.

Strengths: Analyzing, Designing, Inquiring, Inventing, Investigating, Mentoring, Researching, Strategizing, Synthesizing.

Communicating to the Needs of an Innovator Preference:

- Be confident/competent
- Expect tough questions
- Do not engage in debate, Keep asking powerful questions
- Notice and validate systems thinking
- Be logical and objective.