**Theme Descriptors and Barrier Labels (Alphabetical)**

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| Achiever | **Balcony:** tireless, strong work ethic, leads by example, go-getter, hungry | **Basement:** unbalanced, brown-noser, overcommitted, can’t say no, burning the candle at both ends, too work oriented |
| Activator | **Balcony:** self-starter, fire-starter, energy source, fearless | **Basement:** ready-fire-aim, loose cannon, speak before you think, in left field (because others haven’t caught up) |
| Adaptability | **Balcony:** flexible, comfortable in times of change, easy to get along with, go with the flow | **Basement:** directionless, indecisive, sheep, inconclusive, whimsical |
| Analytical | **Balcony:** well thought out, logical, deep, thorough, comfortable with numbers, figures, and charts, smart | **Basement:** rude, short, tough, never-satisfied with the answer, too many questions |
| Arranger | **Balcony:** flexible, organizer, juggler, aligning and realigning tasks to find the most productive configuration possible, efficient, conductor | **Basement:** lack of structure, too flexible, don’t follow the existing rules or procedures, constantly changing priorities, lack of vision |
| Belief | **Balcony:** passionate, steadfast, know where they stand, altruistic, family-oriented, ethical, responsible | **Basement:** stubborn, set in their ways, elitist, unaccepting of other ideas, opinionated, goody-two-shoes |
| Command | **Balcony:** charisma, direct, driven, inspirational, easy to follow, clear, concise | **Basement:** bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn |
| Communication | **Balcony:** storyteller, great presence, easy to talk to, energizer, entertaining, charismatic | **Basement:** blabbermouth, poor listener, self-absorbed, show-off, always needs attention |
| Competition | **Balcony:** driven, motivated, number one, measurement-oriented, winner | **Basement:** sore loser, not a team player, puts down others, self-centered, confrontational |
| Connectedness | **Balcony:** spiritual, “doesn’t sweat the small stuff”, strong faith, always looking at the big picture, helps others see purpose | **Basement:** passive, naïve, too idealistic, wishy-washy |
| Consistency | **Balcony:** just, problem-solver, policy maker | **Basement:** “by the book”, inflexible, unwilling to customize/individualize |
| Context | **Balcony:** has a robust historical frame of reference, learns lessons and can leverage knowledge from the past, knows how things came to be, | **Basement:** slow to move and react to change, closed-minded, lives in the past |
| Deliberative | **Balcony:** good judgment, identifies risk, makes solid decisions, can plan for the unexpected | **Basement:** standoffish, aloof, cautious, slow, introverted, afraid to act |
| Developer | **Balcony**: grows talent in others, teacher, coach, enjoys helping others succeed, invests in others | **Basement**: not an individual contributor, wastes time on low-potential people, spectator |
| Discipline | **Balcony:** high productivity and accuracy b/c of ability to structure, breaks down complex into steps, great planners, promotes efficiency | **Basement:** overbearing, rigid, mechanized, can’t handle change |
| Empathy | **Balcony:** creates trust, brings healing, knows just what to say/do, customizes approach to others | **Basement:** “soft”, moody, over-involved |
| Focus | **Balcony:** point person, disciplined, purposeful, laser-like precision, identifies important areas quickly, goal setter and goal getter | **Basement:** absorbed, tough to relax, intense, stressed |
| Futuristic | **Balcony:** imaginative, creative, visionary, even prophetic, inspiring | **Basement:** dreamer, “Fantasy Island”, out in left field, lacks pragmatism |
| Harmony | **Balcony:** negotiator, can see both sides of a situation, great at asking questions, able to arrive at consensus, great facilitator | **Basement:** weak, indecisive, non-confrontational, avoids conflict |
| Ideation | **Balcony:** improves on the existing, learns quickly, agile mind | **Basement:** serendipitous, lacks follow-through, creates more work |
| Includer | **Balcony:** invites others in, caring, engages others, sensitive, takes up for others | **Basement:** indiscriminate, unable to decide, generous to a fault |
| Individualization | **Balcony:** sees the uniqueness in all individuals, intuitively knows that “one size doesn’t fit all,” appreciates the differences in others | **Basement:** unable to synthesize when it comes to people, has difficulty placing group above individual, difficulty in making people decisions |
| Input | **Balcony:** great resource, knowledgeable, excellent memory, mind for detail, collects interesting things, excellent conversationalist | **Basement:** knows a lot of worthless information, packrat, cluttered house-cluttered mind, boring conversationalist |
| Intellection | **Balcony:** excellent thinker, enjoys musing, capable of deep and philosophical thought, able to work alone | **Basement:** a loner, slow to act or wastes time thinking too much, isolated, doesn’t work well with others |
| Learner | **Balcony:** always learning, catches on quickly, interested in many things, finds life intriguing | **Basement:** a know it all, lacks focus on results, learns a lot – produces little, bookish |
| Maximizer | **Balcony:** mastery, success, excellence, working with the best | **Basement:** perfectionist, picky, never good enough, always reworking |
| Positivity | **Balcony:** enthusiastic, lighthearted, energetic, generous with praise, optimistic | **Basement:** insincere, naïve, superficial, Polly Anna |
| Relator | **Balcony:** caring, trusting, a great friend, forgiving, generous | **Basement:** lives in a clique, crony, has an inner circle, plays favorites |
| Responsibility | **Balcony:** committed, accountable, independent, trusted, conscientious | **Basement:** micro-manager, obsessive, can’t say “no”, take on more than you can chew |
| Restorative | **Balcony:** problem solver, troubleshooter, finds improvements and solutions | **Basement:** focuses on weaknesses, punitive, negative, critical |
| Self-Assurance | **Balcony:** self-confident, strong inner compass, risk-taker | **Basement:** arrogant, self-righteous, over confident, stubborn |
| Significance | **Balcony:** seeks outstanding performance, does things of importance, independent | **Basement:** recognition hungry, self-focused, needy |
| Strategic | **Balcony:** anticipates alternatives, intuitive, sees different paths | **Basement:** jumps to quick decisions, difficult to understand their thinking, closedminded |
| Woo | **Balcony:** outgoing, people-oriented, networker, rapport-builder | **Basement:** fake, shallow, does not care about deep relationships |