

# 5

## High5 Information Sheet

FOUR Domains:

All 20 strengths in HIGH5 methodology could be divided into 4 main domains: doing, feeling, motivating and thinking. These broad categories represent strengths that have common characteristics, attitudes, and behavioral patterns.

### DOING

People with strengths concentrated in DOING category know how to organize, meet a goal, and make things happen.

### FEELING

People with strengths concentrated in FEELING category know how to build strong relationships that can hold a team together & make it greater than the sum of its parts.

### MOTIVATING

People with strengths concentrated in MOTIVATING category know how to take charge, speak up, and make sure the team is heard.

### THINKING

People with strengths concentrated in THINKING category know how to absorb and analyze information that can inform better decisions & help teams consider what could be.

DOING	FEELING	MOTIVATING	THINKING
• Believer	• Chameleon	• Catalyst	• Analyst
• Deliverer	• Coach	• Commander	• Brainstormer
• Focus Expert	• Emphathizer	• Self-Believer	• Philomath
• Problem Solver	• Optimist	• Storyteller	• Strategist
• Time Keeper	• Peace Keeper	• Winner	• Thinker

Here is a description of each strength:

### **Analyst**

Analysts are energized by getting to look for simplicity and clarity through a large amount of data. Analyst are frustrated when someone asks them to follow their heart rather than logic and proven facts.

### **Believer**

Actions of Believers are driven by the core higher values that cannot be compromised at expense of the success. Believers are drained if their beliefs and values are getting questioned or misaligned with what they have to do.

### **Brainstormer**

Brainstormers are excited when asked to come up with new no-limits ideas and to connect seemingly unconnectable. Brainstormers get quickly bored by standard practices or closed-minded people.

### **Catalyst**

Catalysts enjoy getting things started and creating momentum in a stagnant environment. Catalysts cannot stand waiting and wasting time when they could be getting things off the ground.

### **Chameleon**

Chameleons draw excitement from constantly changing environments, surprises, unexpected detours and working 'on the fly'. They are bored to tears by predictability and routine.

### **Coach**

Coaches enjoy discovering the potential in other people and supporting their personal growth. They find it hard to accept when this potential is getting wasted.

### **Commander**

Commanders love to be in charge, to speak up, and to be asked for a direct opinion. They do not avoid conflicts and cannot understand 'beating around the bush' mentality.

### **Deliverer**

Deliverers follow through on their commitments and they enjoy seeing how it builds more trust and respect among others. They feel horrible if promises get broken - both on the receiving and on the giving side.

### **Empathizer**

Empathizers are great at noticing how others feel and using this understanding to do something good. They are frustrated when asked to disregard feelings and emotions and follow strict logic instead.

### **Focus Expert**

Focus Experts enjoy getting one project until the finish line rather than changing course regularly. They cannot stand distraction that can interrupt them from focusing on one thing at a time.

### **Optimist**

Optimists enjoy giving praise on what's right about people and being grateful for what they have. They find it hard to be around people who constantly pick out what's wrong in everything.

### **Peacekeeper**

Peacekeepers are masters of balance, finding alignment and building bridges among people to get to the best outcome. They feel emotionally drained by constant frictions among people, who do not look for common ground.

### **Philomath**

Philomaths are in love with learning - exploring many interests, following new paths, learning as many things as possible. They do not enjoy companies of 'know-it-all' people are not curious to learn something new or to explore new ideas.

### **Problem Solver**

Problem Solvers love finding bugs, uncover flaws, diagnosing problems and finding solutions to them. They find it hard to sweep problems under the rug and keep going while ignoring unsolved issues.

### **Self-Believer**

Self-Believers are independent and self-sufficient people, inspiring others with their certainty and confidence. They cannot stand when others tell them what to do or control their actions.

### **Storyteller**

Storytellers are masters of communication. They like to host, speak in public and to be listened to. They drain in situations that do not allow expressing themselves through words.

### **Strategist**

Strategists have the skill to see the big picture, which enables them to find the best route through the clutter. Because connecting the dots comes so naturally for them, they get impatient with people who make slow decisions.

### **Thinker**

Thinkers enjoy the mental activity, intellectual discussions and spending time alone thinking. They find it hard to work in teams where acting before thinking is the norm.

### **Time Keeper**

Nothing excites Time Keeper more than meeting the deadline. They enjoy setting up processes, timelines, and plans. Time Keepers get confused in chaos where neither outcomes nor ways to achieve them are clear.

### **Winner**

Winners can turn any mundane task into a game or challenge because the feeling of competition is essential for them. They feel lost in the environments with no defined measure of success.