



# ANALYTICAL<sup>®</sup>

PEOPLE EXCEPTIONALLY TALENTED IN THE ANALYTICAL THEME SEARCH FOR REASONS AND CAUSES. THEY HAVE THE ABILITY TO THINK ABOUT ALL THE FACTORS THAT MIGHT AFFECT A SITUATION.

People with strong Analytical talents challenge others to “Prove it.” They take a critical approach to what others might quickly accept as truth. They search for the reasons why things are the way they are. They want to understand how certain patterns affect one another. How do they combine? What is the outcome? Does this outcome fit with the theory offered or the situation at hand? These are their questions. Others see them as logical and rigorous. Some may feel that they are negative or unnecessarily critical when they are simply trying to understand something. They bring an objective and dispassionate examination that enables them to find the root causes and effects, and then develop clear thoughts based on facts.

## ITS 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.

### IF ANALYTICAL IS A DOMINANT THEME FOR YOU:

Direct your logical, objective approach to find the reasons behind important decisions.

- 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.
- Accept that at times you will need to move before all the facts are in place.

### IF ANALYTICAL IS A LESSER THEME FOR YOU:

Having less intense Analytical talents does not preclude you from rigorous thought or objective measurement. It may indicate that you more readily accept things at face value or rely more on your intuition.

- Among your top themes, find those that help you uncover the objective truth. Arranger or Harmony talents, for example, may help you invite others to share their observations and opinions. Their perspectives may help you see the big picture.
- When you are looking to solve a problem or discover the root cause of an issue, start at the end result and work backward (toward the root cause), continually asking: “Why?” You may need to repeat this question several times until the root cause of the problem becomes apparent.
- You might perceive too much thinking or questioning to be “paralysis by analysis.” Be careful not to minimize or dismiss the value of asking good questions and thoughtfully examining the facts.
- When you feel the itch to take action, pause to research objective sources and seek others’ advice.