



COMMAND[®]

PEOPLE EXCEPTIONALLY TALENTED IN THE COMMAND THEME HAVE PRESENCE. THEY CAN TAKE CONTROL OF A SITUATION AND MAKE DECISIONS.

People with strong Command talents naturally take charge. They see what needs to be done, and they are willing to speak up. They are not frightened by confrontation; rather, they understand that confrontation is the first step toward resolution. They need things to be clear among people and will challenge others to be realistic and honest. Their talent pushes them to take risks. At times, those with strong Command talents may intimidate others. And while some may resent this talent, others often willingly hand them the reins. People are drawn toward those who take a stand and are willing to lead.

ITS POWER AND EDGE

People with strong Command bring decisiveness and emotional clarity. They have the ability to bring to light what is often avoided or unstated. This gives them the ability to resolve conflicts and misunderstandings.

IF COMMAND IS A DOMINANT THEME FOR YOU:

Be ready to lead when others waver.

- Seek roles in which you will be asked to persuade others.
- Take on every worthwhile challenge you can find and bring others along with you. You will lead others out of their comfort zone and into new territory where growth is the only option.
- In your relationships, seize opportunities to speak plainly and directly about sensitive subjects. Your unwillingness to hide from the truth can become a source of strength and constancy for your colleagues and friends. Strive to become known as a candid person.
- Help your colleagues and friends make commitments. You can provide the spark that will inspire them to act.
- Find a cause you believe in and support it. You might discover yourself at your best when defending a cause in the face of resistance.
- There are times when you need to manage your compulsion to take over. Let situations unfold without always feeling like you need to step in.

IF COMMAND IS A LESSER THEME FOR YOU:

Low Command does not equal low leadership ability. Even if you do not relish the conflicts or tough conversations that leadership requires, or if you lack the presence that other leaders convey, you might succeed through your relationships or persuasiveness.

- Among your top themes, find those (such as Belief, Maximizer, Responsibility, and Self-Assurance) that provide you with strength and resolve when you need to respond to opposition or resistance.
- When you encounter disagreements, ask yourself why people see things differently than you. Do they have something to lose? Do they have different information? What underlying values do they hold? Knowing the answers to these questions will help you address their concerns and move them closer to agreement.
- You will be at your best when you are prepared for critical conversations. Do your homework in advance by gathering data, factual evidence, and others' perspectives. This will boost your self-esteem and enable you to make powerful points when presenting your perspective.