



# COMPETITION®

PEOPLE EXCEPTIONALLY TALENTED IN THE COMPETITION THEME MEASURE THEIR PROGRESS AGAINST THE PERFORMANCE OF OTHERS. THEY STRIVE TO WIN FIRST PLACE AND REVEL IN CONTESTS.

Competition is rooted in comparison. For people with strong Competition talents, their performance is their ultimate yardstick. When they look at the world, they are instinctively aware of other people's performance. They have a deep aspiration to be the best and will work hard to excel — especially in comparison with others. It's not about the effort; it is about the win. Regardless of effort or intention, even if they reach their goal, their achievement will feel hollow if they did not outperform their peers. They need to compare. If they can compare, they can compete, and if they can compete, they can win.

## ITS POWER AND EDGE

People with strong Competition talents have the ability to stimulate themselves and others to a higher standard of performance. They can raise a group's achievement level by creating a culture of winning and an aspiration to be the best.

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

Aim for first place, and you'll always finish strong.

- Create daily measures of success for you and the teams you are involved with. Strive to learn what it takes to win consistently.
- Frequently review measurements of your past performances. Your talents will naturally drive you to identify and surpass your personal records.
- Take the time to celebrate your wins. In your world, there is no victory without celebration.
- Seek competitive friends.
- Turn ordinary tasks into competitive games. You will get more done this way.
- Know when it's time to say "winning isn't everything in this situation."
- Finding win-win solutions can lead to positive relationships with others while maintaining your own motivation.

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

Having less intense Competition talents does not preclude you from having a competitive drive. You might very well want to win, but that could mean beating a previous record you set, as opposed to an opponent's.

- Among your top themes, find those that provide you energy and motivation. Achiever, Activator, Maximizer, and Responsibility talents may be the fire that can fuel you endeavors in the same way that Competition talents do for others.
- Be careful not to judge or undervalue people who are highly competitive. These people simply have a different source of motivation. People who are highly competitive stay motivated, and they can also rally a team to take on a new challenge.
- Build stretch goals for yourself that can serve as internal standards or benchmarks. Set a more ambitious goal every time you finish a project.
- You may find motivation from meeting others' expectations. Ask for regular performance feedback from your manager and valued partners.