



CONSISTENCY™

PEOPLE EXCEPTIONALLY TALENTED IN THE CONSISTENCY THEME ARE KEENLY AWARE OF THE NEED TO TREAT PEOPLE THE SAME. THEY TRY TO TREAT EVERYONE WITH EQUALITY BY SETTING UP CLEAR RULES AND ADHERING TO THEM.

Balance is important to those with strong Consistency talents. They are keenly aware of the need to treat people the same, no matter what their station in life, so the scales do not tip too far in any person's favor. In their view, this leads to selfishness and egotism. People with especially strong Consistency talents see themselves as guardians of what is right and fair. Opposed to special favors, they believe that people function best in a consistent environment with clear rules that apply equally to everyone. This is an environment where people know what is expected. It is predictable and evenhanded. Here, each person has a fair chance to show his or her worth.

ITS POWER AND EDGE

People with strong Consistency talents can easily and quickly make judgments that are fair to everyone involved. As a result, people have confidence in them and see them as trustworthy. They can develop policies and procedures that help teams and organizations maintain their integrity while accomplishing their mission.

IF CONSISTENCY IS A DOMINANT THEME FOR YOU:

Focus on teaching the values of consistency and fairness to those around you to build trust.

- Take time to think through the rules that are closest to your heart. These rules might be based upon certain values or guidelines that you consider “non-negotiables” in your life. The greater your own clarity about these rules, the more receptive you will be to individuality within these boundaries.
- Your role in a group can be to level the playing field. Seek opportunities at work or in your community to help provide disadvantaged people with the platform they need to show their true potential.
- Stay focused on performance. Cultivate a reputation for recognizing those who really deserve credit. Ensure that respect is always given to those who truly perform well. You can be the conscience of the groups you participate in.

IF CONSISTENCY IS A LESSER THEME FOR YOU:

If you lack the intensity and measure of Consistency talents, it does not mean you treat others unfairly. It may mean you need to be careful as you consider what constitutes equitable treatment. You may need to balance your definition or standard of fairness against that of others.

- At times, you may need to resist the impulse to make exceptions because of individual circumstances. Learn the values and policies that your organization prizes the most. Think about the values that you cherish the most. Continue to clarify them so that you have a clear sense of what is non-negotiable to you.
- Clearly communicate your guiding principles and your intentions when working with others. You may tend to minimize the importance of rules and routines in shaping your actions and decisions. While this may work fine for you, others may see it as instability or uncertainty.
- When you question the need for enforcement of a rule or policy, solicit the opinions of others to help you determine whether or not the guideline helps to accomplish a goal or provide meaningful direction before you react.