



# HARMONY®

PEOPLE EXCEPTIONALLY TALENTED IN THE HARMONY THEME LOOK FOR CONSENSUS. THEY DON'T ENJOY CONFLICT; RATHER, THEY SEEK AREAS OF AGREEMENT.

People with strong Harmony talents want peace and try to bring others together. In their view, little can be gained from conflict and friction, so they seek to hold these to a minimum. Those with strong Harmony see what people have in common, even during conflict. They try to steer others away from confrontation and toward reconciliation. In fact, harmony is one of their guiding values. They seek to help individuals, families, and organizations work together. When others argue, they steer clear of the debate, preferring to talk about practical, down-to-earth matters on which everyone can agree.

## ITS POWER AND EDGE

The particular brilliance of the Harmony theme is its natural practicality and preference for emotional balance. By reducing friction, people especially talented in the Harmony theme can enhance collaboration. They avert many contentious interactions before they start and quickly help others find a resolution.

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

Use your Harmony talents to help people find common ground.

- When working with others, stress the value of reaching consensus.
- Build a network of people with differing perspectives on whom you can rely when you need expertise. Your openness to other viewpoints will help you learn.
- Accept the responsibilities of being a good team member. Your willingness to adjust and your tolerance for differing views can become significant strengths.
- When people argue, ask others in the group to share their thoughts. By increasing the number of voices in the conversation, you are more likely to find areas where all parties can agree. You can draw people together.
- Polish your talents by taking a conflict-resolution course in an area such as nonverbal communication. The skills and knowledge you gain will combine with your talents to give you strength in handling conflicts.

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

Although building consensus and ensuring people get along are not likely your top priorities, this does not mean you enjoy conflict or are unable to build strong teams.

- Know when to include others' thoughts and opinions. Your talents may provide a tolerance for or even a willingness to invite dissenting views. Speak up for the importance of including everyone's ideas when it is appropriate, but understand that there may be times when you need to be selective.
- Among your top themes, find those that help you during times of interpersonal conflict. Discipline or Focus talents may help you keep others centered on the purpose of the conversation or meeting. Activator or Strategic talents might help you set the stage for meetings or conversations that will include differing points of view.
- Consider taking a class to fine-tune your interpersonal skills. Acquiring negotiation habits and skills may help you adapt to different styles and individuals and help you prevent or resolve future disputes or conflicts.