



RESTORATIVE™

PEOPLE EXCEPTIONALLY TALENTED IN THE RESTORATIVE THEME ARE ADEPT AT DEALING WITH PROBLEMS. THEY ARE GOOD AT FIGURING OUT WHAT IS WRONG AND RESOLVING IT.

People with strong Restorative talents love to solve problems. While some are dismayed when they encounter yet another breakdown, those with strong Restorative talents are energized by it. They enjoy the challenge of analyzing symptoms, identifying what is wrong, and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

ITS POWER AND EDGE

Those with strong Restorative talents bring a solution-oriented mindset to daily problems. They readily take on projects that others believe “can’t be saved.” They can analyze a situation, identify potential shortcomings, and make the necessary adjustments.

IF RESTORATIVE IS A DOMINANT THEME FOR YOU:

Every problem has a solution. Use your talents to find it and fix it.

- Seek roles in which you are paid to solve problems. You might particularly enjoy roles in medicine, consulting, computer programming, or customer service, in which your success depends on your ability to restore and resolve.
- Look for turnaround situations that others avoid. You will enjoy the challenge, and you will further your “can do” abilities and reputation.
- You might be attracted to difficult problems, but also look for easy-to-solve problems that offer big results.
- Let everyone know that you enjoy fixing problems. It comes naturally to you, although many people shy away from problems. You can help.
- Think through the ways you can improve your skills and knowledge. Identify the courses you can take to plug any gaps.

IF RESTORATIVE IS A LESSER THEME FOR YOU:

If you lack the intensity of the Restorative theme, it doesn’t mean you are unable to troubleshoot or solve problems. However, you may be inclined toward strengthening existing advantages or capitalizing on more promising opportunities.

- When you fall short of your expectations, consider circumstances that were beyond your control and the actions you took or didn’t take that could have contributed to the outcome. Assess whether you have a blind spot that needs to be addressed to be successful next time.
- Be honest if something is broken beyond your skill to repair. Learn as much as you can so you can describe what is happening clearly and hand it off to more capable hands.
- Identify those situations where you repeatedly are not as effective as you want to be. Ask someone you trust for advice and feedback. Learn how they would have approached the situation. Be open to their perspective and identify actions that will help you succeed when faced with this situation again.