



SELF-ASSURANCE®

PEOPLE EXCEPTIONALLY TALENTED IN THE SELF-ASSURANCE THEME FEEL CONFIDENT IN THEIR ABILITY TO MANAGE THEIR OWN LIVES. THEY POSSESS AN INNER COMPASS THAT GIVES THEM CONFIDENCE THAT THEIR DECISIONS ARE RIGHT.

Self-Assurance is similar to self-confidence. People with strong Self-Assurance talents have faith in their strengths and abilities. They know that they are able to take risks, to meet new challenges, to stake claims, and, most importantly, to deliver. But Self-Assurance is more than just self-confidence. People with dominant Self-Assurance talents have confidence not only in their abilities but in their judgment. They have an inner sense of certainty that affirms their direction and decisions. Like the keel of a ship, their strong Self-Assurance talents can withstand many different pressures and keep them on their course.

ITS POWER AND EDGE

People with strong Self-Assurance talents can lead the way. Because they deeply trust their own instincts, they can forge ahead confidently, even on risky paths. They can instill confidence in others and show initiative in the midst of turbulence and uncertainty.

IF SELF-ASSURANCE IS A DOMINANT THEME FOR YOU:

Lead the way, knowing that sometimes it's OK to ask for directions.

- Trust your talents, but always gather enough input from others to ensure you make well-informed decisions.
- Seek start-up situations for which no rule book exists. You will be at your best when you are asked to make many decisions.
- Appeal to your own internal guidance system to determine appropriate actions. Trust your instincts.
- When taking on an unfamiliar challenge, consult with others before making a final decision on your strategy. By complementing your natural confidence with the talents and knowledge of others, you will ensure that you select the most productive and efficient path.
- Take time each month to study your recent decisions and assess the outcomes. This reflection will give you experiential knowledge and reveal valuable insights that will refine and strengthen your intuition.

IF SELF-ASSURANCE IS A LESSER THEME FOR YOU:

Individuals who lack the intense self-confidence that comes with strong Self-Assurance talents need not lack confidence or direction. You may look to others you trust for assurance, reinforcement, and guidance.

- Reaffirm your strengths. Your Signature Themes (top five) are your power. Claim them. Post your Signature Themes in a place where you will look every day. This will not only serve as a reminder of your talents, but it will also generate discussion that will reinforce your talents.
- Seek roles that fit your values. Lean on your personal mission. A strong sense of purpose can give you resolve and empower you to act more unilaterally when necessary.
- You may prefer to be more interdependent than independent. Keep this in mind when you consider roles or projects.
- Surround yourself with trusted advisers. At times, it may be difficult for you to trust your own instincts. Partner with people you can trust, and consult with them when you need to make important decisions. These trusted partners can give you reassurance, confidence, and direction.