

## Developing Your Strength

# Harmony

The genius of your Harmony talent stems from what you can see and how you respond to what you see. First, you can see where people can come together when they are in conflict. Often those in conflict are absolutely blind to how to resolve their conflicts because their differences seem so insurmountable. But you can often see where people in conflict could come together and resolve their differences. The second aspect of the genius of your Harmony talent is found in the way you work with people who are in conflict. Usually, one on one and one at a time, you will meet with those in conflict and help each person to clarify their own position and come to see the point of view of the person with whom they are in conflict. In so doing, you help conflicting people move to reconciliations. The genius of your Harmony talent is greatly needed in families, small groups, and large organizations. It is as if you are the “glue” that holds relationships together. Unfortunately, you sometimes do not receive the credit you deserve, as much of your best work is done behind the scenes. But know that even if no one knows but you, you make a significant and a very positive difference in all of the groups and relationships that you are in.

Adapted from “The Genius and Beauty found within The Clifton StrengthsFinder Themes of Talent,” by Edward C. Anderson

## Applying Harmony Talents in Careers

- Talk to your career counselor about the career planning process. You will value their wisdom and expertise as you make decisions.
- Interview people who are currently in jobs that interest you. Ask them what they find most rewarding about their work. Shadow them to see what they really do day in and day out.
- You work well and are helpful in team project environments. You help others work together even more productively. Your Harmony talents promote emotional stability and calmness in the group.
- Environments where consensus is the preferred strategy for decision-making and where you can work your magic behind the scenes are likely to bring out your best.
- Collaborative environments in which you can surround yourself with others dedicated to win-win solutions will allow your Harmony talents to flourish.
- Environments that lack structure or are unpredictable from day to day, or that demand high levels of creativity, are not as likely to be comfortable for you.
- Interview statisticians, tax experts, or financial planners and then compare their daily work with those in more people-oriented fields to see which sounds more agreeable to you.

Adapted from StrengthsQuest website: [www.strengthsquest.com](http://www.strengthsquest.com)

### **Career Plan of Action:**


# Applying Harmony Talents in Academics

## **General Academic Life**

- Seek opinions and ideas from experts. Their insights will help you formulate your own beliefs and philosophy.
- You perform best in an environment where people listen to one another and seek to understand each other, rather than force their ideas on one another.
- You add a calmness or agreeableness to any group.
- If the professor frequently changes assignments and due dates in the middle of the term, seek reasons for the changes and share them with classmates, rather than joining the dissension of others.

## **Study Techniques**

- Bounce ideas off others whose thinking you respect. They may be able to help you clarify your own ideas.
- Read with an open mind. Give the author a chance to explain himself or herself. Find agreement between the author's ideas and your own, and expand from there.
- When you are reading something controversial, try to find something with which you can agree. Begin your study and analysis there.
- When studying in a group, help others see where their viewpoints are congruent.

## **Relationships**

- Pick out an expert in each important area of your life and consult with them every eight to ten weeks.
- Fill a mediator role with your friends.
- Choose friends who carefully listen to one another and who are truly at ease together.

## **Class Selection**

- You will achieve, learn a lot, and enjoy classes in which you learn practical skills and obtain practical knowledge.
- Choose classes in which there will be a minimum of controversy.
- Avoid confrontational, aggressive professors. They might make you so uncomfortable that learning in their classes will be difficult for you.

## **Extracurricular Activities**

- Join a multicultural group, and seek the commonalities within it. You might enjoy helping the members get to know and appreciate one another.
- Volunteer at a senior citizens' home, and help them enjoy some activities together.
- Find a group of people who seem to truly have fun together, who have a lot in common, and who work to make one another happy and support one another. They could become your best friends.

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## **Academic Plan of Action:**
