



INPUT®

PEOPLE EXCEPTIONALLY TALENTED IN THE INPUT THEME HAVE A CRAVING TO KNOW MORE. OFTEN THEY LIKE TO COLLECT AND ARCHIVE ALL KINDS OF INFORMATION.

People with strong Input talents are inquisitive. They always want to know more. They crave information. They like to collect certain things, such as ideas, books, memorabilia, quotations, or facts. Whatever they collect, they do it because it interests them. They find many things interesting and have a natural curiosity. The world is exciting precisely because of its infinite variety and complexity. A few minutes of surfing the Internet may turn into hours once their curiosity takes off. They constantly acquire, compile, and file things away. Their pursuits keep their minds fresh. And they know that one day some of the information or things they have gathered will prove valuable.

THIS THEME'S POWER AND EDGE

People with strong Input talents bring tools that can facilitate growth and performance. They love to provide relevant and tangible help to others. Their resourcefulness and curiosity lead them to store knowledge that can be culled and shared.

INPUT IN ACTION

People dominant in the Input theme:

- have a craving to know more
- often like to collect and archive all kinds of information
- seem to know something about a lot of things

THEME CONTRAST

Input: “I love to collect things that are potentially helpful.”

Learner: “I love the process of learning.”

Input: “I help people by sharing tangible tools I have acquired.”

Ideation: “I help people by sharing creative ideas I have conceived.”

IN YOUR OWN WORDS

“ I keep six honest serving men (They taught me all I knew); their names are WHAT and WHY and WHEN and HOW and WHERE and WHO.”

— Rudyard Kipling, *author*

How do you describe Input?

Whom do you know with Input in his or her top five?

What behaviors have you witnessed when coaching clients with dominant Input?



COLLECTED STORIES ABOUT INPUT®



WORKING WITH PEOPLE WHO ARE EXCEPTIONALLY TALENTED IN THE **INPUT**® THEME

FULL THEME DESCRIPTION

You are inquisitive. You collect things. You might collect information — words, facts, books, and quotations — or you might collect tangible objects such as butterflies, baseball cards, porcelain dolls, or sepia photographs. Whatever you collect, you collect it because it interests you. And yours is the kind of mind that finds so many things interesting. The world is exciting precisely because of its infinite variety and complexity. If you read a great deal, it is not necessarily to refine your theories but, rather, to add more information to your archives. If you like to travel, it is because each new location offers novel artifacts and facts. These can be acquired and then stored away. Why are they worth storing? At the time of storing it is often hard to say exactly when or why you might need them, but who knows when they might become useful? With all those possible uses in mind, you really don't feel comfortable throwing anything away. So you keep acquiring and compiling and filing stuff away. It's interesting. It keeps your mind fresh. And perhaps one day some of it will prove valuable.

DISCOVERY QUESTIONS

- Tell me about what you are reading. What is next on your list? What particularly interests you?
- What do you want to know the most about? Are there any specific products, issues, or subjects that you would like to learn more about? How would you learn about these? Are there individuals from whom you would like to learn?
- What new words have you been collecting? How do you try them out?
- Whom do you find intellectually stimulating?

Additional Discovery Questions You Have Created

SUGGESTIONS FOR COACHING INDIVIDUALS EXCEPTIONALLY TALENTED IN THE **INPUT**® THEME

COACHING FOCUS

People with strong Input talents bring tools that can facilitate growth and performance. They love to provide relevant and tangible help to others. Typically, when you coach someone with dominant Input talents, you should try to help him aim his natural curiosity and tendency to archive toward accomplishing specific goals and desired outcomes.

COACHING CONSIDERATIONS

Help him consciously focus his natural curiosity to learn more about his manager's, team's, or customers' needs.

He enjoys the knowledge that comes from research. Help him find topics that he can lose himself in.

Help him find ways to create an archive of all the useful information he collects about his team, organization, customers, or industry.

Pay attention to his other strong themes. If he is also strong in Developer, he may excel as a teacher or trainer by peppering his lesson with intriguing facts and stories.

He needs to be in the know. Pass along books, articles, and papers you think he would like to know about and read. Help him determine ways to keep himself posted on the news that affects his organization or industry.

Encourage him to make use of the Internet. He will use it to find information he thinks he needs. Not all of his fact-finding will be immediately useful, but it will be important for his self-esteem.

Help him determine his "Input specialty." This would be a particular issue or topic that is of special interest to him and will stimulate him to dig for more information and resources.

ACTION ITEMS FOR SOMEONE WHO HAS DOMINANT INPUT TALENTS

- Identify your areas of specialization and actively seek more information about them.
- Make time to read books and articles that stimulate you. Schedule regular time to do this.
- Deliberately increase your vocabulary. Intentionally collect new words and learn their meanings.
- You likely enjoy reading the dictionary and the encyclopedia — this might seem strange to some people, but for someone like you it is a good way to strengthen your self-concept.
- Devise a system to store and easily locate information. This can be as simple as a file for all the articles you have clipped or as sophisticated as a computer database.
- Identify situations in which you can share the information you have collected with other people.
- Accept that you will never feel that you know enough.
- Partner with someone with a strong Focus or Discipline theme. This person will help you stay on track when your inquisitiveness leads you down intriguing but distracting avenues.
- Seek out subject matter experts who would be interested in knowing what you are learning and will find it stimulating to hear about the questions and ideas you are generating through your exploration.

SUGGESTIONS FOR COACHING INDIVIDUALS IF **INPUT**® IS A LESSER THEME FOR THEM

COACHING FOCUS

Typically, when Input is a lesser theme for a client, you should help him consider how he absorbs, thinks about, processes, and analyzes information and situations. Lacking the intensity of the Input theme does not prevent him from being curious or acquiring important information or knowledge. It likely indicates that he is more selective about the types of information he seeks and acquires.

COACHING CONSIDERATIONS AND ACTION ITEMS

Help this person identify the themes he can use to absorb and analyze the information he needs to make good decisions. Analytical, Context, Deliberative, or Learner talents may help him gather, collect, and remember important information in the same way that Input talents do for others.

People with high Input talents typically learn through reading. He may learn best through “doing,” so help him look for opportunities or roles where he can get hands-on experience. Align these opportunities to specific needs he, his team, or his customers have.

Help him establish a routine to be intentional and proactive about adding subject matter experts to his personal network. He does not have to be an expert himself, as long as he knows whom to ask for insights and information.

Help him develop a system or process he can use to reach out to and invite others to help him brainstorm and refine ideas when he needs to make an important decision. Help him determine the people who have subject matter experience or interest and different opinions or beliefs than his. Collecting this information and knowledge can help inform his decisions.

Ideas for Managing This Lesser Theme

INSIGHTS AND DISCOVERIES

People exceptionally talented in the Input theme have a craving to know more. The insight statements below are helpful in describing the motivations, emotions, and actions of a person who has dominant Input talents. Use the space below to record your ideas for helping people strengthen or build on their dominant Input talents.

INSIGHTS INTO THIS THEME	IDEAS FOR STRENGTHENING THIS THEME DIMENSION	IDEAS FOR MANAGING THIS THEME DIMENSION
I am ... <i>a utilitarian resource collector</i>	<i>Identify your areas of specialization and actively seek more information about them. Find subject matter experts in those areas and pick their brains.</i>	<i>Accept that you will never feel that you know enough. Know when to say when. Schedule times to do your research. Set a time limit on your investigations. Keep to your time constraints.</i>
I will ... <i>hang on to things that could be helpful resources for others</i>		
I bring ... <i>tangible tools that can facilitate growth and performance</i>		
I need ... <i>space to store the resources I naturally acquire</i>		
I love ... <i>to provide relevant and tangible help</i>		
I hate ... <i>not having things that would be useful to others</i>		

BARRIER LABELS AND VULNERABILITIES

People use their talents to filter their interactions, drawing them toward or away from decisions or activities. As such, people's talents can sometimes leave them vulnerable to their own thoughts and behaviors and to others' perspectives. A barrier label is a term used to describe when a talent is mistakenly devalued and dismissed as a weakness. Use the space below to record your ideas for helping people manage their potential barrier labels and vulnerabilities.

BARRIER LABEL OR VULNERABILITY	IDEAS FOR MANAGING THIS BARRIER LABEL OR VULNERABILITY
<i>He spends a lot of time collecting information that is not very helpful.</i>	<i>Sometimes it is critical to avoid detours and stay focused on finding an answer to one particular question.</i>
<i>He is a packrat. He has too much stuff lying around.</i>	
<i>When you talk to him about a problem or situation, he goes off on tangents that waste a lot of time.</i>	
<i>Cluttered house-cluttered mind.</i>	