

SWISS skills
mission 
future TEAM

Supporting Material
Strenght Glossary

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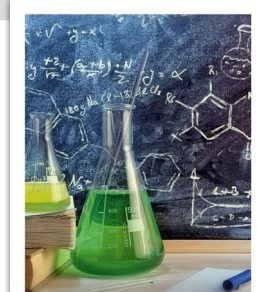


What exactly are they? – A strength glossary

Abstract

Anything that exists as a thought or theory only is considered abstract. The opposite of abstract is what we find in the real world and can perceive with our senses, e.g. touch, smell, or taste.

Abstract as a characteristic, could indicate a talent for navigating and working with one's own world of thought and theories, and for recognising, conceiving, and developing things.



abstract

Accepting

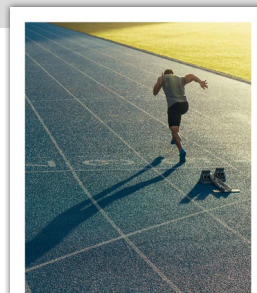
Being accepting means being able to open up to other people or a cause, and look after such people and see to that cause. Acceptance often comes along with a sense for situations in which people or a cause may not get the attention they deserve. Such situations may pull at the heartstrings of accepting people, so much so that they simply have to act. Sometimes, they are driven by a sense of duty. Sometimes, they act without having to give things another thought. And sometimes, they consciously decide to be respectful and supportive rather than reject people or tasks. They do have their own opinions, but at the same time, they appreciate and accept other people's knowledge, values, experiences, and behaviour.



accepting

Action-oriented

Some people are full of ideas about what they might do. But they never seem to find a place to start. Action-oriented people, however, are different. They can and want to focus on the work at hand and on getting started, even if this requires having to overcome their weaker self. They use their knowledge and abilities to direct themselves. And they easily switch between actively doing things, reflecting them, and even taking a break without losing sight of their goal. Action-oriented people implement things, they are doers.



action-oriented



Ambitious

Ambitious people have a special inner drive. They want to achieve, create, accomplish things. They are driven to achieve personal goals, including proficiency, success, recognitions, influence, leadership, knowledge, or power. Usually, it takes hard work to keep achieving the things we plan. Ambitious people know what it means to go the extra mile: Achieving special goals requires determination, discipline, diligence, and persistence. They do not let difficulties stop them. They keep on going, even in the face of resistance.



ambitious

Analytical

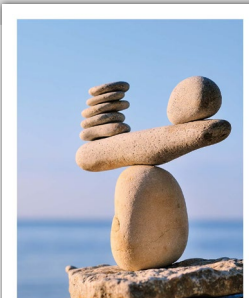
Analysing things means dissecting them, intellectually at first, and then possibly in reality. An analysis is not run just like that, at random, it follows a well thought out procedure. The goal, usually, is to find out, what components there are to something. If you go about things analytically, you would like to find out how those components correlate, and maybe, whether they work on their own.



analytical

Balancing

Generally speaking, balancing out means eliminating or compensating a difference. In communication, differences can lead to tensions or even disputes. People who are balancing things out have a fine sense for inequalities. They try to be fair – actively, but with empathy and compassion –, while keeping all perspectives or parties in mind and while trying to make sure, everyone will be heard. They mediate tactfully or try to reduce or compensate inequalities by supporting disadvantaged parties.



balancing

Compassionate

Compassionate people have a gift for putting themselves in the shoes of others, specifically of someone who may not be doing well. They sympathise with the emotional state of others and show them that they care. They let them know that they are there for them and understand them and their situation. Compassion is more of an attitude, and does not necessarily result in a direct act – in the form of practical help, for instance.

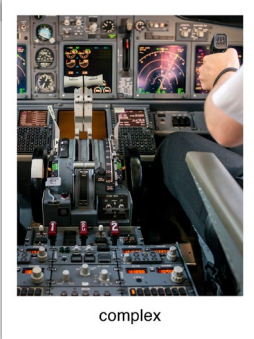


compassionate



Complex

Things that consist of multiple parts which in turn are intertwined are referred to as complex. We use complex as a way of describing a person who is able to think multi-dimensionally, who recognises how systems consisting of multiple elements are made up and work; a person who, when looking at a pile of information, can identify the relevant piece that will help solve a problem. In case of a malfunction, for instance, or when improvement is needed, this person will systematically develop a solution.



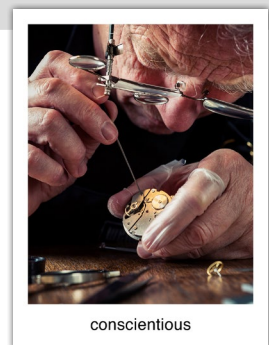
Concrete

There are people who live in their own fantasy world and imagine what could be. Others, by contrast, prefer being concrete and dealing with things that exist in the real world, things they can touch, measure, or express by means of figures. If they express an idea or point, they do it factually and unambiguously. They get to the point, straightforwardly.



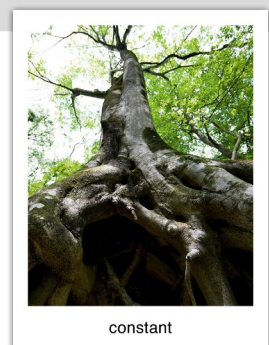
Conscientious

Conscientious people are careful, precise, and purposeful in whatever they do. In particular, they monitor themselves while doing it. They fulfil obligations. Their conscience demands high standards of their behaviour, and they intend to meet these standards with self-discipline.



Constant

Things that remain the same for a longer period of time are considered constant. But you could also use the term to describe a person, mostly when referring to his or her solid character. Constant people are not inclined to react erratically or to change their opinions on the spur of the moment. They are not easily dissuaded, but stay on course. They deliver what they promise and do not suddenly abandon a task they had promised to complete.





Creative

The notion of creativity describes a person's ability to be imaginative and inventive. Creativity does not only exist in the realm of art. People can be creative in all kinds of areas, e.g. when furnishing their rooms or when putting together an outfit.



creative

Critical

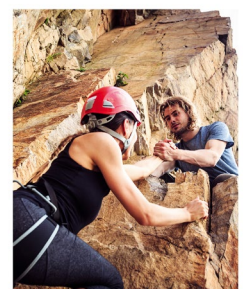
Critical minds do not take all they get to see at face value. They scrutinise everything and everyone. They examine and assess rigorously and let themselves be guided by precise rules, norms, inputs, or by scientific or artistic standards.



critical

Dependable

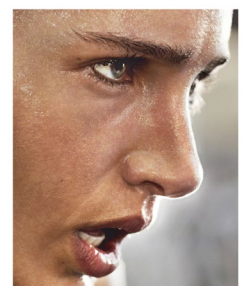
In everyday language, the term dependable is used whenever something works at all times, especially when it truly matters. A dependable person is also expected to be there when he or she is needed, that he or she observes rules, and is tidy.



dependable

Determined

Sometimes it is not easy to live up to a goal we have set at some point. The work involved may become tedious or boring, or maybe new tempting options appear. Determined people defy such obstacles. They stay on course and never lose sight of the initial goal. Unwaveringly, they look for the best way to get there. They are persistent in their effort and remain determined until they achieve it.

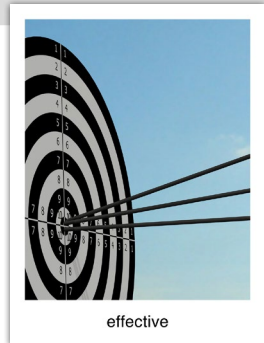


determined



Effective

Being effective means to proceed in a way that produces a goal as intended. Any deviation from a set goal indicates that the work has been done less than effectively. Effective people have the ability to complete a task just as they had planned. They specialise in achieving goals in a pinpoint manner.

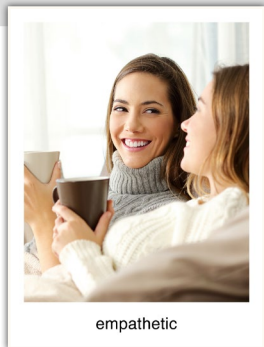


effective

Empathetic

Strictly speaking, empathetic comprises a package of three abilities. Usually, people will use them subconsciously and simultaneously when dealing with other people:

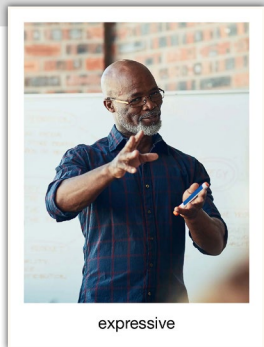
1. a healthy awareness of their own feelings and needs;
2. an ability and readiness to project oneself in the feelings, thoughts, and motives of others;
3. an ability to react appropriately to another person.



empathetic

Expressive

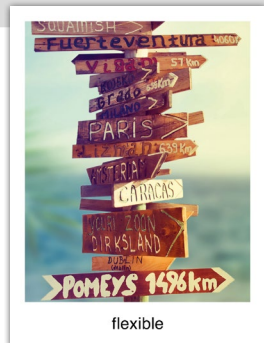
Whenever people communicate, their language, facial expressions, and gestures reveal something about them. Expressive people display their emotional condition (e.g. anger, joy, grief, or passion) clearly in their way of communicating, which supports and enriches what they are saying significantly. Thus, they can come across more convincing than others, more inspirational, more calming even. Expressive communication does not rely on language and body language only, however. Some people are able to create expressive illustrations or graphics, or music.



expressive

Flexible

Flexible people have no problem adjusting to changing circumstances or requirements in their environment. They are versatile in their thinking and agile in their decisions.

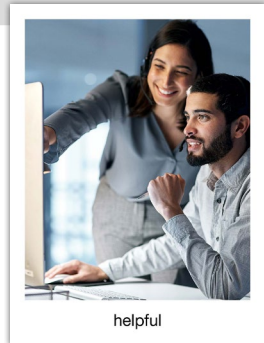


flexible



Helpful

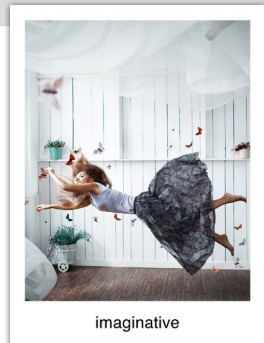
Some people are willing, determined even, to do something. And some people are willing to help. Willingness to help may be the most altruistic feature a person can have. It involves supporting others without considering one's own benefit, without expecting anything in return. Many helpful people help out of empathy, or because they feel obliged to support others. They feel that helpfulness is an important prerequisite for the good of any collective, be that a group of friends, their family, their team at work. Helpful people know that doing things for others will bring them joy.



helpful

Imaginative

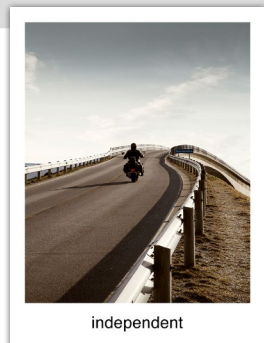
Imaginative people possess great fantasy and a great power of imagination. They conjure new thought scenarios in their mind effortlessly and at all times. With the help of their imagination they can visualise episodes of the past and the future that have not (yet) occurred. They can think their way into stories and worlds that escape rational thinking, and in which current laws of nature do not apply. They can imagine anything, come up with a concept in the form of images, language, and also logic. Anything created with the help of imagination contains new ideas.



imaginative

Independent

Independent as a characteristic, in principle, refers to the fact that a person or a thing is not influenced or determined by anything. Independent people are footloose and fancy-free. They can make their own decisions. Freedom, however, always involves self-responsibility. If a person is called independent in a positive sense, he or she is considered a freethinker, self-determined, self-reliant, and autonomous.



independent

Instructing

People instructing others introduce them to a task, and show or teach them how it can be completed. A person being instructed is given a lot of attention during this process. He or she is "taken by the hand" in order to learn.

An instruction can also involve getting someone to become active.

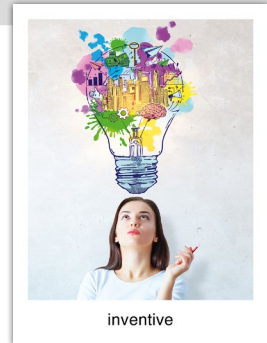


instructing



Inventive

A new, original, ingenious thought is considered an idea. Before an idea comes up, there is usually a problem to be solved or a task to be completed. The idea is the mental draft for a solution. Inventive people produce many such drafts. They have a gift for artistic, intellectual, or similar forms of ingenuity.



inventive

Logical

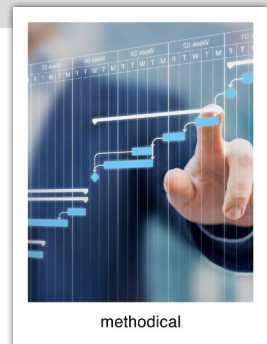
Logical people think in a structured manner. They start with a given statement or situation and reflect the coherent consequence. The result of their thought process is often the outcome of a chain of consecutive conclusions and cannot be characterised as a spontaneous idea. Logical people are therefore usually able to justify their conclusion or opinion step by step. When drawing conclusions, they follow rules, set in a game or by mathematics, for instance.



logical

Methodical

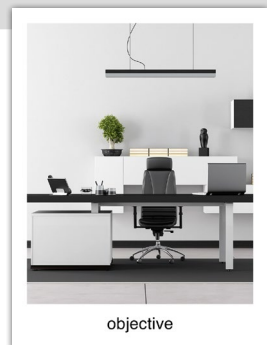
You can complete a task by simply getting started and figuring out your next step as you go, constantly reflecting about what has to be done next. Or you could try and think of a tried and tested solution, a method that you could apply or that would structure the work that needs to be done. Methodical people choose the latter. They use systematic concepts, knowledge, and know-how to reach their goal safely.



methodical

Objective

Objective people have the ability to focus their argument on elements that are genuinely related to the matter or cause at hand. They neither deviate nor embellish their point. Instead, they concentrate on the subject or the facts that are up for discussion. Because they are very good at regulating their emotions if need be, objective people often appear to be concentrated and calm in their demeanour. Sometimes they may even seem somewhat aloof.

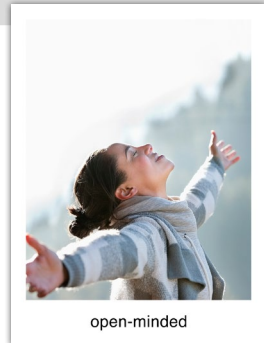


objective



Open-minded

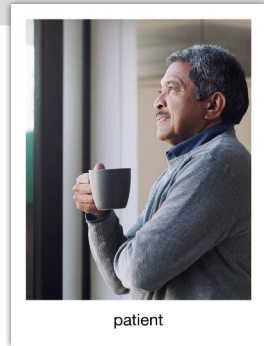
Open-minded people are alert, receptive, and open to information provided by their environment. They show an interest for what happens around them, and they are open for new things, suggestions, and inspirations.



open-minded

Patient

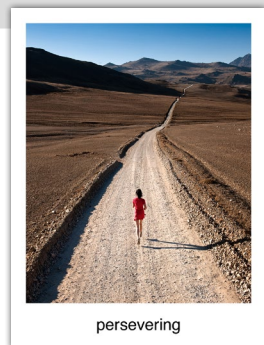
Patience is the ability to wait, to wait and see. Patient people are capable of putting their own needs on the backburner, while focusing on their goals at the same time. They forego rewards in the short term in favour of options in the future. They do not act on impulse. They are calm but not indifferent. They do care about what is happening, but they are good at coping. They are often enduring and persistent, but tolerant towards others. Patient people radiate a sense of calm. They often pursue long-term goals, and they find ways to deal with pressure and therefore make relaxed decisions.



patient

Persevering

Persevering people keep at what they want to achieve, even if it takes a long time, or is demanding and difficult.



persevering

Practical

Practical, as opposed to theoretical, refers to anything related to making and doing. Thus, a practical person is focused on just that. When practical people contemplate things, their thoughts are often geared towards figuring out how to make them happen. They imagine potential solutions and how such solutions would turn out in reality, and then they implement them. When they are looking for the right means to solve a problem, they prefer trying out potential solutions, rather than taking a wait-and-see approach. And often, they let their experience guide them.



practical



Pragmatic

Pragmatic people assess situations quickly, and they find a way to make the best of them with as little effort as possible. They do not necessarily intend to be perfect at what they do. Rather, they accept things as they are, react quickly, and find the most useful solutions. Pragmatic people do not have to reinvent things or do everything differently to achieve their goals. They solve problems with what they have – calmly and deliberately, in general – by choosing quick practical action over long theoretical thoughts, plans, or potential other steps.

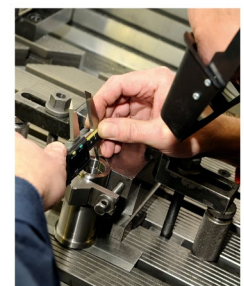


pragmatic

Precise

In everyday language, the term precision is used to express that something is particularly exact or done particularly accurately. Precision used in the context of work, describes a job that is done accurately, and with great care in every detail. Precise language requires us to be concise in the way we talk about things, and to describe them in a clear and unambiguous manner.

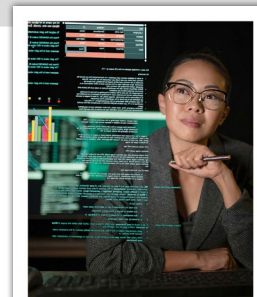
Used as a technical term, precision refers to anything that does not change, but works in exactly the same manner or only with very minor changes, even with constant repetition. Precise people function with this particular accuracy.



precise

Rational

The thoughts and actions of rational people are determined by reason. They know exactly why they consider something reasonable and underpin their thinking with data and facts. Thus, they are able to justify their decisions. They do not think or act randomly or erratically. Instead, they intentionally control what they think and how they act, and then proceed in a planned and structured manner. Rational thinking is geared toward clear-cut goals. Rational people act like players in a chess game. They identify a goal, make cost-benefit analyses, and try to understand the system and tactics of their opponents.

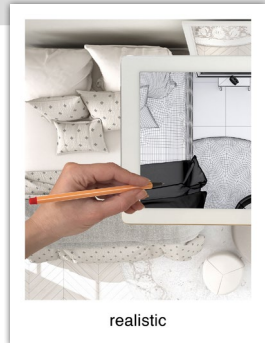


rational



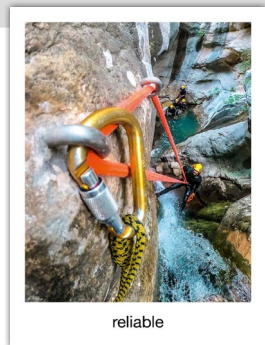
Realistic

Realistic people perceive and observe their environment as it is. They do not embellish it, neither in their mind, nor their language. They work with what is there instead of what might be. They primarily orientate themselves by what can be seen and measured. They cannot be fooled into presenting things in a better – or less favourable – light than they are in reality.



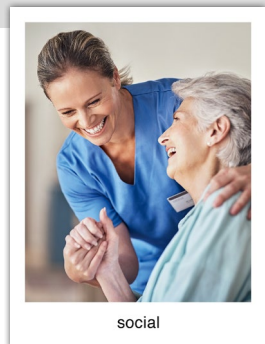
Reliable

Reliability means fulfilled expectations, both those voiced at some point and the implicit ones. Reliable people can be trusted, they are disciplined and act in a way that inspires confidence. They do not simply work their way through their tasks, they identify themselves with them. Reliable people deal with guidelines, safety rules, or deadlines attentively and cautiously, and they try to observe commitments and agreements strictly.



Social

Social people commit themselves to the common good. They serve the community and promote human relationships. They practice charity and champion acts and behaviours that help, protect, and support vulnerable members of society. In general, anything that is related to the coexistence of people in a state and a society is referred to as social.



Spontaneous

Spontaneous acts are not based on sophisticated planning but on a sudden impulse in a given situation. A spontaneous person follows, a reflex, an idea, a spur-of-the-moment decision.





Strategic

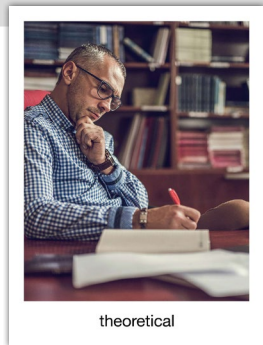
The term strategic has its roots in ancient Greece (8th to 2nd century before Christ). Generals and military leaders were referred to as strategists. They determined the course of action in a battle. Their decisions had to be well thought-out and far-sighted. They had to consider as many influencing variables as possible. Their thinking and their acts were all geared towards long-term goals. Today, you no longer have to be a general to be considered strategic. But a strategic approach is still systematic, long-term, target-oriented, integrating many influencing variables, deliberative, calculated, prudently worked out, and well planned.



strategic

Theoretical

Theoretical people like to contemplate. They try to come to conclusions by means of reflecting things. In their mind, they draft, invent, construct, or calculate things. And when those things get complicated, they develop models or formulas with the help of which they simulate reality in their thoughts or explain or predict things of the visible world. Their “superpower” is being able to work inside their mind, by thinking.



theoretical

Tolerant

Being tolerant means that, in addition to your own opinion, you also accept other people’s opinions and behaviour. Tolerance manifests itself when people accept others the way they are, regardless of whether they agree with what they think, with what they represent, or how they act. Instead of trying to teach them better or of mocking them, tolerant people respect differences and treat people with differing opinions with respect. Some may endure or put up with other people’s convictions. Tolerant people, however, generously allow them and appreciate them.



tolerant

Understanding

Understanding something is an intellectual rather than an emotional act. People who are understanding are prepared and able to put themselves in the shoes of others. They can see the reasons for a person’s ending up in a given situation. An example: A teacher can see why a student just got a bad grade. The student may have been ill prior to the test. The bad grade cannot be changed. But the teacher can still be understanding towards the student and give him or her a chance to make up for the bad grade by reviewing the subject material perhaps.



understanding



Versatile

People are considered versatile, if they are interested in a multitude of things, or when they have many abilities.

