



Focus®

PEOPLE EXCEPTIONALLY TALENTED IN THE FOCUS THEME CAN TAKE A DIRECTION, FOLLOW THROUGH, AND MAKE THE CORRECTIONS NECESSARY TO STAY ON TRACK. THEY PRIORITIZE, THEN ACT.

People with strong Focus talents prioritize and then take action. They set goals. These goals serve as their compass, helping them determine priorities and make alterations when needed to get back on course. Their Focus is powerful because it forces them to filter; they instinctively evaluate each action before taking it to determine whether it will help them reach their goal. In the end, strong Focus talents push them to be efficient. They are extremely valuable team members because their single-mindedness enhances the speed and quality of their performance and keeps the team on track.

ITS POWER AND EDGE

While others start to wander down divergent avenues, people with strong Focus talents stay on the main road. They help others avoid time-consuming distractions and keep everyone on point.

If Focus Is a Dominant Theme for You:

Help those around you keep their eyes on the prize.

- Your greatest worth as a team member might be to help others set goals. When you work on group projects, take responsibility for summarizing what was decided, define when these decisions will be acted upon, and set a date when the group will reconvene.
- When you set goals, discipline yourself to attach timelines and measurements. These will provide regular proof of your progress.
- Write down your goals and refer to them often. You will feel more in control of your life this way.
- Stretch your goal-setting abilities beyond work. If you find yourself becoming too focused on work goals, set goals regarding your personal life as well. These goals will give weight to your personal priorities and help restore balance in your life.
- Allow others to think, act, and talk less efficiently than you do. Sometimes their “detours” will lead to discoveries and delights.

If Focus Is a Lesser Theme for You:

Think about how you get things done. Even if you lack the intensity of the Focus Theme, you no doubt can concentrate on and hit a target.

- Among your top Themes, find those that provide you with direction and clarity about goals. Belief or Significance talents can help you set appropriate aspirations and objectives. Arranger, Consistency, Futuristic, or Restorative talents may help you stay on track in the same way that Focus talents do for others.
- Build support systems that provide you with energy to get your work done. You may need to build “energy breaks” into your day to achieve peak performance. For example, if you spend a lot of time at the computer working, get up every half hour to stretch, listen to music, or talk to a friend or colleague before coming back to the task at hand. These support systems will keep you fresh, energized, and more focused.
- Remove distractions from your work environment as best you can.