

Charles Harris'

Strengths

9 5 4 2

Natural Advantage: Researcher

You are excellent at researching and proving new ideas or new solutions. You are constantly specifying and prioritizing projects and tasks. Your talent and instinctive nature to calculate opportunities, and defining plans and materials makes you essential to any massive effort.

Fact Finder is how you gather and share information. Your way of doing it is to **Specify**.

Follow Thru is how you organize. Your way of doing it is to **Maintain**.

QuickStart is how you deal with risk and uncertainty. Your way of doing it is to **Modify**.

Implementer is how you handle space and tangibles. Your way of doing it is to **Envision**.

KOLBE

Top 5 Strengths

CONTEXT®: People who are especially talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

ANALYTICAL®: People who are especially talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

LEARNER®: People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

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.

INTELLECTION®: People exceptionally talented in the Intellection theme are characterized by their intellectual activity. they are introspective and appreciate intellectual discussions.

STRENGTHSFINDER®

Unconscious Motivators®

1 MAJOR for things to be perfect, correct, and right
5 MINOR to be knowledgeable and smart

Strength of the 5 in relation to 1 is HIGH.

At their best, 1-5's are logic and order to the world. They are people who try to do things the right way and set standards for themselves and others. they are also focused and self-disciplined individuals who are committed to high quality and overall excellence, which they pursue tirelessly. Extraordinarily grounded and dependable, Best Self 1-5s possess an attention to detail that is second to none. They are also known for their impeccable ethical and moral standards and their sense of fairness and objectivity.

PRINT

Your *likely* areas of **Working Genius** are **Wonder** and **Discernment**.

W: You are naturally gifted at and derive energy and joy from pondering the possibility of greater potential and opportunity in a given situation.

D: You are naturally gifted at and derive energy an joy from using your intuition and instincts to evaluate and assess ideas or plans.

Your *likely* areas of **Working Frustration** are **Galvanizing** and **Enablement**.

G: You aren't naturally gifted at and don't derive energy from rallying people and inspiring them to take action around ideas, projects, or tasks.

E: You aren't naturally gifted at and don't derive energy and joy from providing others with encouragement and assistance for projects and tasks.

WORKING GENIUS

Charles Harris

Charles' Profile

- **Birth Date:** May 19th
- **Hometown:** Cincinnati, OH
- **Currently Resides In:** Oberlin, OH
- **Two Daughters** - Taylor (13) and Morgan (19)
- **Hobbies:** History, Avid Football Fan, Lover of Microbrews and Cigars
- Love talking to business owners about their journey
- **Tuskegee University** - B.S. Finance
- **Case Western Reserve University** - MBA
- Started a Buy Side Intermediary Practice in 2010
- Extreme lover of Skyline Chili
- Joined ScaleCo in 2022