

DEVELOPER

It matters not what someone is born, but what they grow to be.
- J.K. Rowling

Who are we?

Developers see the potential in others. They naturally see others' capacity to change, grow, and develop for the better. And they are drawn to people for this reason. Being part of another person's development is one of the best experiences in the world for them. They look for ways to challenge others. They devise interesting experiences that can stretch people, help them grow, and experience success. All the while, they look for signs of growth - a new behavior learned or modified, a slight improvement in a skill, or a glimpse of excellence or of "flow" where previously there were only halting steps. Signs of growth in others are their fuel, bringing developers motivation and satisfaction. —Gallup CliftonStrengths

I am...

I am patient with the inexperienced and unseasoned.
I will get satisfaction from the growth of others.
I love human potential and progress.
I dislike unrealized potential.
I bring a commitment to human growth.
I need someone to invest in.

Power, Joy, Beauty & Hope

My Power is in my ability to see potential in others.

My Joy comes from seeing people encouraged to make progress.

My Beauty is in the selfless drive to help others succeed.

My Hope is that people will achieve their inner potential.

Reflection Questions

1. When have your developer strengths helped someone reach their full potential?
2. Why do you like helping others?
3. How have you recognized someone for his or her growth?

Action Verbs

Built	Fostered	Mentored
Coached	Furthered	Motivated
Counseled	Grew	Nurtured
Cultivated	Improved	Prepared
Educated	Inspired	Recognized
Enabled	Instructed	Supported
Encouraged	Invested	Taught

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In Your Career

Job Search

Your developer skills help you see the potential in each job opening. Identify areas of growth and potential in each. You may keep track of your own progress and personal growth in the job search. Celebrate even small progress you make.

Search for careers that provide opportunities to interact with people and be a catalyst for their success through providing supportive services, coaching, or mentoring. Consider careers where the organization depends on interpersonal relationships.

Tips: Interview and shadow people who are currently in jobs that interest you to understand the daily responsibilities of the job. Work with a group of people on whom you can rely.

Interview

Highlight your interpersonal leadership style and your ability to notice the potential of others.

In job interviews, you can easily provide examples of facilitating growth in others, such as times you mentored or led someone to develop in their respective role. These may have been times as a trainer, coach, or leader.

Example questions:

- How have you encouraged team members who have many differences?
- Why is diversity important?
- Tell me about an individual who helped you understand your potential.

Tips: Practice the interview with mentors and partners. You can also try video recording your practice interview, then noting where you can improve. Let them help you develop strong stories. Ask thoughtful questions to show your commitment to growth in the position, on the team, and with the company.

New Position

Your developer talents may serve different purposes when you begin a brand-new job. Critiquing performances early on in a team may not be received well. Be positive about what they have already accomplished.

Remember to build relationships with coworkers by asking questions about their career trajectory and time with the company. Ask their advice about developing professionally so they know this is important to you.