

HARMONY

Coming together is a beginning. Keeping together is progress. Working together is success.

- Henry Ford

Who are we?

People with strong harmony talents want peace and try to bring others together. In their view, little can be gained from conflict and friction, so they seek to hold these to a minimum. Those with strong harmony see what people have in common, even during conflict. They try to steer others away from confrontation and towards reconciliation. They seek to help individuals, families, and organizations work together. When others argue, they steer clear of the debate, preferring to talk about practical, down-to-earth matters on which everyone can agree. —Gallup CliftonStrengths

I am...

I am *calm, even keeled.*

I will *seek to eliminate the waste of emotional energy.*

I love *the sacrifice of personal agendas to facilitate group performance.*

I dislike *the negative effects of friction.*

I bring *a peace-loving, conflict resistance approach.*

I need *to find areas of agreement, common ground.*

Power, Joy, Beauty & Hope

My Power *is finding balance between chaos and inaction.*

My Joy *comes from creating unity from division.*

My Beauty *is seen in teams who focus their differences on a common goal.*

My Hope *is that we can learn to respect our differences and get along.*

Reflection Questions

1. *How have you helped colleagues in conflict find agreement?*
2. *What do you do when you sense a possible tense interaction with someone?*
3. *How do you maintain your own well-being and boundaries while seeking to create harmony in relationships?*

Action Verbs

Advocated

Aligned

Balanced

Bridged

Collaborated

Communicated

Conveyed

Coordinated

Empathized

Facilitated

Fostered

Generated

Guided

Mediated

Mitigated

Nurtured

Prompted

Reconciled

Resolved

Synchronized

United

HARMONY

In Your Career

Job Search

Your harmony helps you maintain peace within yourself and with others throughout the job search. You're not worried about others applying for the same job. You are open-minded to various career paths.

Search for careers that give you the role of mediator and where you can use your problem-solving abilities to resolve issues. Ask about the company culture and how colleagues work together as it will be important to be in an environment where there is collaboration.

Tips: Working with people who are supportive in the job search will increase your confidence. Avoid a career where there is a significant emphasis on being competitive with co-workers.

Interview

Highlight your ability to create calm and peace in any group. You are good at identifying the commonalities of a group, which enables you to help them to consistently reach an agreement.

In job interviews, you can describe how well you fit the position. You can easily sense what the interviewers are looking for and they can easily see what contribution you would make to a team.

Example questions:

- Tell me about a time you resolved conflict in the workplace.
- How can different viewpoints be a valuable contribution?
- What elements are necessary for a successful team?

Tips: Make sure you answer interview questions to reflect your own feelings and values, not just with what the interviewer wants.

New Position

Your harmony talents will help you easily fit in with your new co-workers. You immediately take an interest in them so you can learn where you match the best.

Remember to initiate tasks and ideas rather than just following along with others.