

CONSISTENCY

Long-term consistency trumps short-term intensity.

- Bruce Lee

Who are we?

Balance is important to those with strong consistency talents. They are keenly aware of the need to treat people the same, no matter what their station in life, to avoid selfishness and egotism. People with especially strong consistency talents see themselves as guardians of what is right and fair. Opposed to special favors, they believe that people function best in a consistent environment with clear rules that apply equally to everyone. This is an environment where people know what is expected. It is predictable and evenhanded. Here, each person has a fair chance to show his or her worth. —Gallup CliftonStrengths

I am...

I am able to understand how to level the playing field in my work and community.

I will reduce variance and increase uniformity.

I love repeating things with exactness.

I dislike unnecessary customization.

I bring rules and policies that promote cultural predictability.

I need standard operating procedures.

Power, Joy, Beauty & Hope

My Power is my determination to create and defend equality.

My Joy is in following rules and processes.

My Beauty is seen when policies are in place and an impartial environment is available to all.

My Hope is in the elimination of bias, unfairness, and partiality.

Reflection Questions

1. What is one way you ensure others are treated equally?
2. What rule do you wish everyone would follow?
3. How do you balance your need for consistency with the need for innovation and growth?

Action Verbs

Arbitrated
Balanced
Compared
Conserved
Continued
Ensured
Equalized

Evened
Maintained
Managed
Persisted
Perpetuated
Preserved
Protected

Rationalized
Regulated
Resolved
Retained
Steadied
Supported
Upheld

CONSISTENCY

In Your Career

Job Search

Your consistency helps you establish an everyday routine for working on the job search. You can make a list of the rules by which you can live. These rules might be based on values that you have or on certain policies you consider “non-negotiable.”

Search for careers that match your personality and skills. Consider careers that require adhering to regulations, particularly where you must enforce those rules. Leadership positions may be an option since treating others fairly is a strong value you hold.

Tips: Search for jobs in line with the skills and experiences you already have, thus increasing your confidence in job choices. If this is not an option, find jobs where your skills can be transferred to the new position.

Interview

Highlight your ability to sort through information and to make equitable decisions quickly.

In job interviews, you are comfortable displaying your authentic self by being the same steady person with everyone you meet. Your confidence comes across to the interviewer when you already know that the job matches your values.

Example questions:

- How have you handled changes in the past?
- In what situations do you find yourself in your element? What do you do when you know you're not in your element?
- How do you ensure equality for the people around you?

Tips: Don't always play it safe. Occasionally step outside of your comfort zone when new opportunities are offered.

New Position

Your consistency will allow you to understand the history and culture of an organization quickly. Use this to understand your fit in the future of the company.

Remember to stay open to new possibilities within the company. Do not let your consistency keep you from adapting to changes in the workplace or looking for ways to revise rules if necessary.