

STRENGTHSFINDER[®]

Achiever

Your Achiever theme helps explain your drive. Achiever describes a constant need for achievement. You feel as if every day starts at zero. By the end of the day you must achieve something tangible in order to feel good about yourself. And by "every day" you mean every single day—workdays, weekends, vacations. No matter how much you may feel you deserve a day of rest, if the day passes without some form of achievement, no matter how small, you will feel dissatisfied. You have an internal fire burning inside you. It pushes you to do more, to achieve more. After each accomplishment is reached, the fire dwindles for a moment, but very soon it rekindles itself, forcing you toward the next accomplishment. Your relentless need for achievement might not be logical. It might not even be focused. But it will always be with you. As an Achiever you must learn to live with this whisper of discontent. It does have its benefits. It brings you the energy you need to work long hours without burning out. It is the jolt you can always count on to get you started on new tasks, new challenges. It is the power supply that causes you to set the pace and define the levels of productivity for your work group. It is the theme that keeps you moving.

Achiever Sounds like this:

Melanie K., *ER nurse*: "I have to rack up points every day to feel successful. Today I've been here only half an hour, but I've probably racked up 30 points already. I ordered equipment for the ER, I had equipment repaired, I had a meeting with my charge nurse, I brainstormed with my secretary about improving our computerized logbook. So on my list of 90 things I have 30 done already. I'm feeling pretty good about myself right now."

Ted S., *salesperson*: "Last year I was salesperson of the year out of my company's three hundred salespeople. It felt good for a day, but sure enough, later that week it was as if it never happened. I was back at zero again. Sometimes I wish I wasn't because it can lead me away from a balanced life toward obsession. I used to think I could change myself, but now I know I am just wired this way. This theme is truly a double-edged sword. It helps me achieve my goals, but on the other hand I wish I could just turn it off and on at will. But, hey, I can't. But I can manage it and avoid work obsession by focusing on achieving in all parts of my life, not just work."

Sara L., *writer*: "This theme is a weird one. First, it's good because you live in pursuit of the perpetual challenge. But in the second place, you never feel as though you've reached your goal. It can keep you running uphill at seventy miles an hour for your whole life. You never rest because there's always more to do. But, on balance, I think I would rather have it than not. I call it my 'divine restlessness,' and if it makes me feel as if I owe the present everything I have, then so be it. I can live with that."