

# Arranger

You are a conductor. When faced with a complex situation involving many factors, you enjoy managing all of the variables, aligning and realigning them until you are sure you have arranged them in the most productive configuration possible. In your mind there is nothing special about what you are doing. You are simply trying to figure out the best way to get things done. But others, lacking this theme, will be in awe of your ability. "How can you keep so many things in your head at once?" they will ask. "How can you stay so flexible, so willing to shelve well-laid plans in favor of some brand-new configuration that has just occurred to you?" But you cannot imagine behaving in any other way. You are a shining example of effective flexibility, whether you are changing travel schedules at the last minute because a better fare has popped up or mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, you are always looking for the perfect configuration. Of course, you are at your best in dynamic situations. Confronted with the unexpected, some complain that plans devised with such care cannot be changed, while others take refuge in the existing rules or procedures. You don't do either. Instead, you jump into the confusion, devising new options, hunting for new paths of least resistance, and figuring out new partnerships -- because, after all, there might just be a better way.

## Action Items for This Theme

Seek complex, dynamic work environments in which there are few routines.

Make lists of suggestions for how to improve your work environment.

Develop successful strategies for getting things done. Push yourself to keep adding new wrinkles.

Learn the goals of the people with whom you work. Let them know that you are aware of their goals.

Take on the organization of a big event, a convention perhaps, or a company celebration. Be ready to:

Explain that your flexibility doesn't mean that your priorities are constantly changing. Tell others that your priorities remain the same, but that you are simply looking for better ways to implement them.

Give people time to understand your new way of doing things when you present it to them. Your mental juggling is instinctive, but others might find it difficult to break with the existing procedures. Take the time to clearly explain why your new way is more effective.

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