

## Asking | Charm

You have a natural likability. People respond favorably to you and so you are willing and eager to approach people and initiate conversations. You have a warmth and openness about you that paves the way for productive relationships. You are not only comfortable meeting strangers, it is something you enjoy. Each new person is an opportunity to expand your network of friends and acquaintances. You have discovered that many things can be accomplished because people know and like you. Even when you meet someone who is gruff, you don't instantly give up but try and find a way to break through the barriers and create a new friend.

However, this talent is much more than mere friendliness. It is friendliness with a purpose. Your goal is not just to make new friends, but to find people who can help you. And you are more than willing to help them as well. Is there a favor you can do for them? Is there someone you can introduce them to? Is there something you can get for your customer and is it something that they need? You are often on the lookout for things to do for other people and you are then willing to ask for their help in return. You are at your best when you have the opportunity to meet a constant stream of new people.

**Collaboration Alert:** This talent is especially valuable in situations where making a great first impression counts. You can be a great ice breaker for others. However, you may get bored calling on the same individuals over and over again because you need the social stimulation of new faces.

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**The Science of Performance**