Consistency

People who are especially talented in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone in the world fairly by setting up clear rules and adhering to them.

I am (being) → more interested in group needs than individual wants
I will (doing) → reduce variance and increase uniformity
I bring (contribution) → rules & policies that promote predictability
I need (requirement) → standard operating procedures
I love (value) → repeating things in the exact same way
I hate (value) → unnecessary customization
Metaphor/Image → beauty and efficiency of a consistent golf swing
Barrier Label → rules trump relationships and results

I am (being) → more interested in group needs than individual wants
I will (doing) → reduce variance and increase uniformity
I bring (contribution) → rules & policies that promote predictability
I need (requirement) → standard operating procedures
I love (value) → repeating things in the exact same way
I hate (value) → unnecessary customization
Metaphor/Image → beauty and efficiency of a consistent golf swing
Barrier Label → rules trump relationships and results

Theme Contrast
Consistency: Treating people similarly promotes fairness
Individualization: Treating people differently promotes fairness
Consistency: I like merry-go-rounds
Adaptability: I like roller coasters

Career Development Tips
- Seek professors who set the same clear expectations for everyone in the class. Make sure that you know exactly what is required to earn the grades you desire. Get to know them by taking them to lunch.
- Learn precisely how class participation, research, laboratory work, presentations, and examinations will be factored into your final grade for the course.
- Inform others that routines are important to your success. Explain how they lend an air of familiarity to all the coursework in your major area of study.
- Finalize your entire degree of certification plan as early in your collegiate career as possible.
- Use Graduation Planner to make a plan for your college career, use the Academic Progress Audit System (APAS) to check your progress in school, and make frequent appointments with your advisor.
- Express your belief that everyone deserves the same opportunities to earn good grades on tests, projects, research papers, or experiments. Help professors and classmates understand why you become upset when someone is given special treatment.

Extracurricular Activities
- Join clubs and teams known for their adherence to practice and rehearsal schedules. Strive for a leadership position in Fraternity and Sorority Life.
- Help with special events that have a long history of doing things the same way from one year to the next.
- Assume accountability for monitoring compliance to rules for membership drives, fundraising, and contests.
- Volunteer to maintain the records of an organization. Ensure that accepted procedures are followed in meetings, and reports are properly submitted.
- Find a group through the U of M’s Student Unions & Activities page!

General Academic Life Tips
- Interview people who are currently in jobs that interest you. Shadow them to see what they really do day in and day out and conduct an Informational Interview through your college’s Career Services.
- At your college’s Career Services, talk with a counselor about career inventories (i.e. Strong Interest Inventory) or lists of jobs that seem consistent with your greatest talents.
- Referee intramural athletic events or help create policies in your residence hall to see if that application of the same rules for everyone brings out your best.
- Apply to be a Community Advisor (CA) in one of the residence halls on campus.
- Environments that have regulations, policies, procedures, and guidelines firmly established are likely to feel more comfortable to you and enable you to be more effective and efficient. Less controlled environments probably will not be comfortable for you.
- Environments that are structured, predictable, and detail-oriented are likely to appeal to you. Search for environments where loyalty is valued and equally applied policies are the norm, as this emphasis on consistency will enable you to get more done.
- Research roles in quality assurance, risk management, safety compliance, law enforcement, and human resource analysis.

Adapted from materials from Gallup, Inc. Clifton StrengthsFinder®, StrengthsFinder®, and each of the 34 Clifton StrengthsFinder theme names are trademarks of Gallup, Inc.