

**Academy for Laser Coaching:** A suite of workshops that delivers certifications and journeys to help you and your teams recognize your natural character strengths and blind spots while offering a path towards agility and generativity to solve complex problems of our time.

**Agile Team:** A workgroup that is characterized by a psychologically safe climate where members are able to shift between collaboration, innovation, and execution.

**Agility:** The ability to consciously identify what approach is the most appropriate given the specific context of the situation.

**Ally:** A person with whom you share one quadrant on the Tilt Framework, making it easy to relate to each other where you overlap and to complement each other where you differ.

**Analysis Paralysis:** A state of overthinking situations to avoid all possible negative outcomes and, as a result, decisions or actions get delayed too much or are never taken.

**Authentic Self:** The part of you capable of being the observer of your personality in action, allowing you to optimally align your behavior to the context.

**Balancers:** Practices that prevent over- or underuse of your natural tendencies to bring you to the desirable middle of two extremes.

**Blind Spot:** A situation where someone is unaware of others' perceptions in a particular area.

**Character Strength:** A multidimensional construct comprising a collection of psychological processes that are generally viewed as positive across time and situations and that lead to both personal well-being and the betterment of society.

**Current Tilt:** A person's leaning or behavioral inclination at any given point in time. It results from perceptions of others' behavior and is an adaptation to current demands (a sense that a certain set of patterns are appropriate at this moment in time). This may or may not mirror your True Tilt.

**Development Strategy:** A plan for fueling natural growth that is based on self-awareness and tilting towards the opposite quadrants of the Tilt framework.

**Dysfunctional Organizational Culture:** A work climate that is defined by unhealthy competition plus a lack of trust and psychological safety. These often unspoken key aspects prevent people from feeling safe enough to take risks, thus limiting their creativity.

**Dysfunctional Workplace:** A business setting characterized by a culture that prevents employees from succeeding.

**Energizers:** Rewards that tap into your inner motivations to fuel further output and recharge your batteries.

**Essence:** The manifestation or central quality of a quadrant. For example, receptivity is the essence of the Humanity quadrant.

**False Starts:** A situation in which we begin something and then have to abort due to unforeseen difficulties, causing rework and waste of precious time and resources.

**Faulty Story:** The unexamined life script and associated narrative — including unconscious biases, thought distortions, attachment, and aversions — that keep a stress reaction in place.

**Flip-Side Mirror:** A person with a True Tilt that is the opposite of yours on the Tilt Framework. They are the hardest people to work with because they will show you aspects of yourself that are missing or alienated.

**Full Tilt:** A situation in which someone over-tilts so much that their weaknesses are precariously exposed.

**Generative Mindset:** A cognitive pattern characterized by a well-developed set of character strengths and a balanced, fulfilled life. Its outcomes include contributions to the world at large that extend beyond the individual actor.

**Generative Person:** An individual who focuses on making a contribution to the world beyond their own self-interest, inspiring others to do the same.

**Healthy Self-Perception:** Deep self-awareness, expression, and following of our unique gifts and purpose to be our best selves and live a life that we are uniquely meant to live in the world.

**Helpless-Oriented Strategy:** A maladaptive approach characterized by thoughts, feelings, and behaviors that help the individual irrationally protect their self-image and feel like they are not a failure.

**Hidden Character Strengths:** Natural abilities that you may not recognize because they seem so easy for you, but are appreciated by others. Can also be areas that you have developed without realizing how much you actually improved.

**Inner Strengths**: Another term for character strengths (for character strengths definition, see above).

**Intentional Tilting**: The act of consciously leaning into the Tilt quadrant that best serves the current situation.

**Laser-Focused Coaching**: An approach that enables breakthrough results by helping the coach stay out of the story and cultivate the person's mindset and thinking instead of solving the problem for them.

**Mastery-Oriented Strategy**: An approach that involves thoughts, feelings, and behaviors that encourage learning and persistence even in the face of obstacles.

**Meta-Strength Quadrant**: One-fourth of the Tilt Model. Strengths in the same fourth of the Tilt model are strongly related and combine to describe each quadrant: Courage, Humanity, Resilience, and Wisdom.

**Natural Tendencies**: Our inclinations in terms of thinking preferences (i.e., Wisdom or Resilience) and feeling preferences (i.e., Humanity or Courage).

**Over-Tilt**: Overuse of some strengths at the expense of others, often because of an imagined (but unconscious) inner fear.

**Persona**: A symbolic representation, role, or character we play.

**Personality**: The entity consisting of all of our sub-personas.

**Polarity**: The state of having two opposite or contradictory tendencies, opinions, or aspects.

**Positive Influence**: The beneficial impact we have on others.

**Positive Influence Predictor (PIP365)**: An assessment that helps you gather ongoing feedback on how well you use the 12 key Tilt character strengths while giving you the tools to be more agile and generative.

**Positive Mirror**: A person with the same True Tilt as you who will reflect your best aspects.

**Profile**: A collection of descriptors that differentiate one person from another.

**Scientifically Validated:** A phrase used to describe an assessment when the assessment has undergone rigorous psychometric evaluation and earned high marks in the process.

**Self-Imposed Glass Ceiling:** A mindset that is characterized by self-doubt, hidden fears, or uncertainty that can sabotage one's efforts.

**Sentence Starters:** Phrases that begin a sentence to practice the development of strengths in another meta-strength quadrant.

**Stress Flip:** A mental process in which a real or perceived difficulty causes you to channel the opposite Tilt.

**Stress Reaction:** A mental process in which a real or perceived difficulty causes you to behave differently from normal (and possibly not in an ideal manner).

**Sub-Persona:** More specific personality traits that describe how we show up in different contexts based on our social preference in that context. They are made up of a set of behaviors and are subsets of our whole selves.

**Team Agility Predictor (TAP):** An assessment that goes beyond individuals and allows you to measure the climate of your workgroup, providing you with a metric for how people are working together and with suggestions for how to improve your work group's generativity.

**Team Climate Profile (TCP):** A composite report that helps you understand your team's personality patterns and how they change under stress, helping you identify and minimize ego-drama and increase innovation.

**Team Workshop:** Group exercises conducted to learn how people who are both similar to and different from you behave and prefer to be treated.

**The Tilted Edge:** A webpage for posting ideas, stories, and advice for creating a culture where people love to work.

**Tilt Agility Continuum:** A model that illustrates the optimal way for engaging in applied creativity. This begins with an idea, and the team then socializes the idea to test its merits. If the idea seems worthy, a prototype (or "minimum viable product") is then constructed. Before bringing the idea to market, it must pass testing and analysis.

**Tilt Framework:** A simple but scientifically derived visual model designed to serve as a guide to self-awareness that enables more intentional self-leadership and mastery.

**Tilt Laser Coaching Masterclass:** ICF -certified coaching class that combines the Tilt framework with the laser-focused coaching method, creating transformational change.

**Tilt Presence Workshop:** A learning experience that brings the True Tilt Personality assessment to life by exploring the four Tilt patterns and their implications for you and for others.

**Tilt Stack:** A ranked-order list of the quadrants that show your order of preference.

**Top Character Strengths:** The two sub-personas to the left of the person's True Tilt and the two sub-personas to the right of the person's True Tilt.

**True Tilt:** The combination of your preferred thinking and feeling quadrant that is described as your Tilt pattern (i.e., Clarity, Connection, Impact, Structure).

**True Tilt Personality Profile (TTP):** A wicked-fast personal strengths assessment with modern, relevant language to discover your most natural character strengths. Its visual framework makes it easy to remember and apply.

**Unconscious Avoidance Strategy:** An automatic coping mechanism to avoid dealing with a stressor in order to protect oneself.

**Unique Amplifier:** A personality component consisting of your four sub-personas and their associated social preferences. The "inner team" of your sub-personas also contains subtleties that make you different from others who share your True Tilt pattern.

**Warning Signs:** Cues that can take the form of triggers or stress symptoms, letting you know you are getting overwhelmed.