

## The Four Domains of Leadership Strength

Executing	Influencing	Relationship Building	Strategic Thinking
ACHIEVER	ACTIVATOR	ADAPTABILITY	ANALYTICAL
ARRANGER	COMMAND	DEVELOPER	CONTEXT
BELIEF	COMMUNICATION	CONNECTEDNESS	FUTURISTIC
CONSISTENCY	COMPETITION	EMPATHY	IDEATION
DELIBERATIVE	MAXIMIZER	HARMONY	INPUT
DISCIPLINE	SELF-ASSURANCE	INCLUDER	INTELLECTION
FOCUS	SIGNIFICANCE	INDIVIDUALIZATION	LEARNER
RESPONSIBILITY	WOO	POSITIVITY	STRATEGIC
RESTORATIVE		RELATOR	

*List your own strengths by category and those of your supervisor or VISTA*

Name	Executing	Influencing	Relationship Building	Strategic Thinking

## Explaining the Four Domains

Leaders with dominant strength in the **Executing** domain know how to make things happen. When you need someone to implement a solution, these are the people who will work tirelessly to get it done. Leaders with a strength to execute have the ability to "catch" an idea and make it a reality.

For example, one leader may excel at establishing a quality process using themes such as Deliberative or Discipline, while the next leader will use her Achiever theme to work tirelessly toward a goal. Or a leader with strong Arranger may determine the optimal configuration of people needed to complete a task.

Those who lead by **Influencing** help their team reach a much broader audience. People with strength in this domain are always selling the team's ideas inside and outside the organization. When you need someone to take charge, speak up, and make sure your group is heard, look to someone with the strength to influence.

For example, a leader with a lot of Command or Self-Assurance may use few words, but her confidence will continue to project authority and win followers. In contrast, a leader using Communication or Woo might get people involved by helping individuals feel comfortable and connected to the issue at hand.

Those who lead through **Relationship Building** are the essential glue that holds a team together. Without these strengths on a team, in many cases, the group is simply a composite of individuals. In contrast, leaders with exceptional Relationship Building strength have the unique ability to create groups and organizations that are much greater than the sum of their parts. Within this domain, a leader with Positivity and Harmony may work hard to minimize distractions and to keep the team's collective energy high. On the other hand, a leader with Individualization might use a more targeted approach to getting people involved. Or a leader with strong Relator or Developer may be a great mentor and guide as he pushes others toward bigger and better achievements.

Leaders with great **Strategic Thinking** strengths are the ones who keep us all focused on what *could be*. They are constantly absorbing and analyzing information and helping the team make better decisions. People with strength in this domain continually stretch our thinking for the future.

Within this domain, a leader using Context or Strategic might explain how past events influenced present circumstances or navigate the best route for future possibilities. Someone with strong Ideation or Input may see countless opportunities for growth based on all of the information she reviews. Or a leader drawing from his Analytical theme might help the team drill into the details of cause and effect.

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Adapted from *Strengths Based Leadership* (Gallup Press, January 2009)