

Strengthsfinder Categories

In **Strengths Based Leadership**, authors Tom Rath and Barry Conchie discovered in their research that there are four domains of leadership strength -- executing, influencing, relationship building, and strategic thinking -- and all are critical to the overall effective functioning of a leadership group.

Executing

Team members who have a dominant strength in the Executing domain are those whom you turn to time and again to implement a solution. These are the people who will work tirelessly to get something done. People who are strong in the Executing domain have an ability to take an idea and transform it into reality within the organization they lead.

Influencing

People who are innately good at influencing 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.

Relationship Building

Relationship builders are the glue that holds a team together. Strengths associated with bringing people together -- whether it is by keeping distractions at bay or keeping the collective energy high -- transform a group of individuals into a team capable of carrying out complex projects and goals.

Strategic Thinking

Those who are able to keep people focused on "what they could" be are constantly pulling a team and its members into the future. They continually absorb and analyze information and help the team make better decisions.

The StrengthsFinder themes are organized into the Leadership Themes as follows:

EXECUTING	INFLUENCING	RELATIONSHIP	STRATEGIC THINKING
<ul style="list-style-type: none">• Achiever• Arranger• Belief• Consistency• Deliberative• Discipline• Focus• Responsibility• Restorative	<ul style="list-style-type: none">• Activator• Command• Communication• Competition• Maximizer• Self-Assurance• Significance• Woo	<ul style="list-style-type: none">• Adaptability• Developer• Connectedness• Empathy• Harmony• Includer• Individualization• Positivity• Relator	<ul style="list-style-type: none">• Analytical• Context• Futuristic• Ideation• Input• Intellection• Learner• Strategic

Key findings from Strengths Based Leadership:

* The most effective leaders are always investing in strengths. In the workplace, when an organization's leadership fails to focus on individuals' strengths, the odds of an employee being engaged are a dismal 1 in 11 (9%). But when an organization's leadership focuses on the strengths of its employees, the odds soar to almost 3 in 4 (73%). When leaders focus on and invest in their employees' strengths, the odds of each person being engaged goes up eightfold.

* The most effective leaders surround themselves with the right people and then maximize their team. While the best leaders are not well-rounded, the best teams are. ***Strong, cohesive teams have a representation of strengths in each of these four domains: executing, influencing, relationship building, and strategic thinking.***

* The most effective leaders understand their followers' needs. People follow leaders for very specific reasons. When we asked thousands of followers, they were able to describe exactly what they need from a leader with remarkable clarity: ***trust, compassion, stability, and hope.***