

Four Domains of Leadership Strength

StrengthsFinder® is a valuable tool for leaders and 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	Strategic Thinking
<p>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.</p> <p>Leadership domains: Achiever, Arranger, Belief, Consistency, Deliberative, Discipline, Focus, Responsibility, Restorative</p>	<p>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.</p> <p>Leadership domains: Activator, Command, Communication, Competition, Maximizer, Self-Assurance, Significance, Woo</p>	<p>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.</p> <p>Leadership domains: Adaptability, Developer, Connectedness, Empathy, Harmony, Includer, Individualization, Positivity, Relator</p>	<p>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.</p> <p>Leadership domains: Analytical, Context, Futuristic, Ideation, Input, Intellection, Learner, Strategic</p>

Team Members	Executing	Influencing	Relationship Building	Strategic Thinking