

## **Becoming a Strengths-Based Leader**

Leadership is a process and becoming a leader is also a process. Becoming a “strengths-based leader” involves a process that begins with who you are, then moves to what you do. What follows are a group of steps that you can take to become a person who leads through strengths.

1. Realize that you do not need to be in a formal leadership role to provide valuable leadership.
2. Lead with your strengths as you work in groups to help them accomplish your goals and their goals.
3. Identify your specific strengths in leadership.
4. Assume leadership roles that use your strengths or talents you want to develop into strengths.
5. Pay close attention to others in the organization and try to identify their talents and strengths.
6. Encourage others in the organization by helping them to see the positive contributions they are making as they use their strengths productively.
7. Create opportunities for others to develop and apply strengths.
8. Become clear about your personal goals and help the members of the organization to focus on the goals they want to accomplish.
9. Most of your strengths enable you to fulfill two primary leadership functions or help other leaders fulfill these functions:
  - a) Establish stretch goals
  - b) Helping people come together and form a team based upon understanding and affirming their talents and strengths
10. Hold yourself accountable to two standards in evaluating your leadership ability:
  - a) The capacity to pull people together based on their strengths to get an important job done
  - b) The growth and development of your followers