Building a Great Leadership Team with StrengthsQuest

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Individualization *Arranger *Activator *Learner *Achiever
Learning Objectives

- Uncover ways to enhance productivity by understanding team strengths
- Discover how to enhance your leadership of others and gain the most out of everyone in your group
- Understand what followers need from leadership
The Four Domains of Leadership Strength

- Executing
- Influencing
- Relationship Building
- Strategic Thinking
Domain 1 Executing

Those with a dominant strength in Executing know how to make things happen.

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Domain #2: Influencing

Those with a dominant strength in **Influencing** help their team reach a much broader audience.

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Domain #3: Relationship Building

- Those with a dominant strength in Relationship Building provide the essential glue that holds the team together.

### RELATIONSHIP BUILDING

- Adaptability
- Developer
- Connectedness
- Empathy
- Harmony
- Includer
- Individualization
- Positivity
- Relator
Domain #4: Strategic Thinking

Those with the dominant strength in Strategic Thinking keep us all focused on what could be.
Working together with others

Activity
Where do you see yourself in the context of the Four Domains?

• How do you contribute to your team in your Domain?
• Is there a ‘shadow’ to that contribution?
• Given what you know about the Four Domains, how can you best help your staff from a leadership perspective?
Thoughts on this exercise?

- What did you learn about each yourself?
- How did it feel to talk about your strengths with others?
- How can you apply this exercise in your own work team?
Understanding of Leadership

“A leader is someone who can get things done through other people”.

Warren Buffet
Why People Follow

#1
What organizational leader has the most positive influence in your life?

- List 3 words that best describe what this person contributes to your life?

#2
What Global leader has the most positive influence in your life?

- What 3 words best describe this person’s contribution to your life?
Followers’ Four Basic Needs

- Trust
- Compassion
- Stability
- Hope
Results of the Research

**Most Impact**
- Friend, Family Member, coworker, teacher or current manager (85%)
- Other leader (15%)

**Length of Relationship**
- > 6 years
- > 3 years
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.
Becoming a Strengths-Based Leader

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.
Becoming a Strengths-Based Leader

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
**Additional resources**

Tom Rath & Barry Conchie (2008) *Strengths Based Leadership*


Quotes to ponder….

A good objective of leadership is to help those who are doing poorly to do well and to help those who are doing well to do even better.

Jim Rohn

Leadership is the art of getting someone else to do something you want done because he or she wants to do it.

Dwight D. Eisenhower

If we did all the things we are capable of doing, we would literally astound ourselves.

Thomas Edison