

StrengthsQuestTM

THE GALLUP ORGANIZATION

Building a Great Leadership Team with StrengthsQuest

Presented by

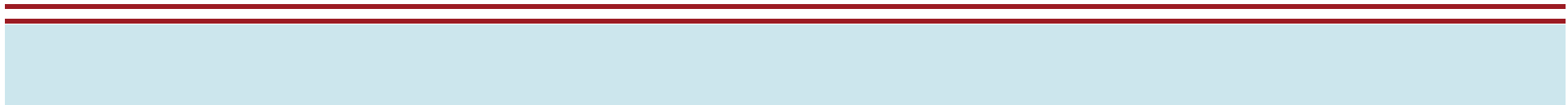
Sarah Carvalho Khan, Human Resources,

*Futuristic*Strategic*Communication*Empathy*Responsibility*

and

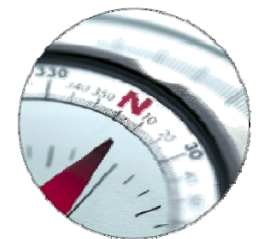
Connie Hernandez Robbins, CME Society

*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



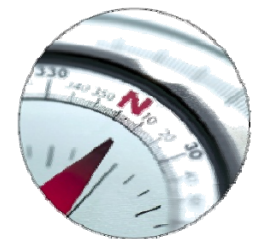
The Four Domains of Leadership Strength

Executing

Influencing

*Relationship
Building*

*Strategic
Thinking*



Domain 1 Executing

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

EXECUTING

ACHIEVER

ARRANGER

BELIEF

CONSISTENCY

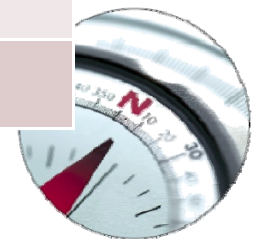
DELIBERATIVE

DISCIPLINE

FOCUS

RESPONSIBILITY

RESTORATIVE



Domain #2: Influencing

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

INFLUENCING
ACTIVATOR
COMMAND
COMMUNICATION
COMPETITION
MAXIMIZER
SELF-ASSURANCE
SIGNIFICANCE
WOO



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

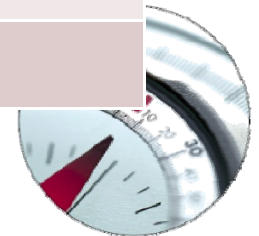
HARMONY

INCLUDER

INDIVIDUALIZATION

POSITIVITY

RELATOR



Domain #4: Strategic Thinking

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

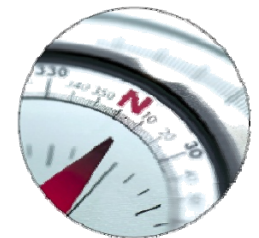
STRATEGIC THINKING
ANALYTICAL
CONTEXT
FUTURISTIC
IDEATION
INPUT
INTELLECTION
LEARNER
STRATEGIC



Working together with others

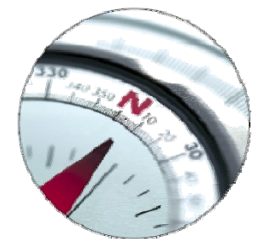


Activity



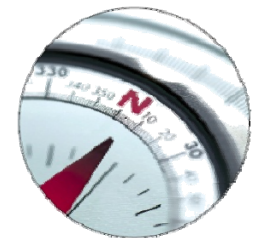
Where do you see yourself in the context of the Four Domains?

- 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?

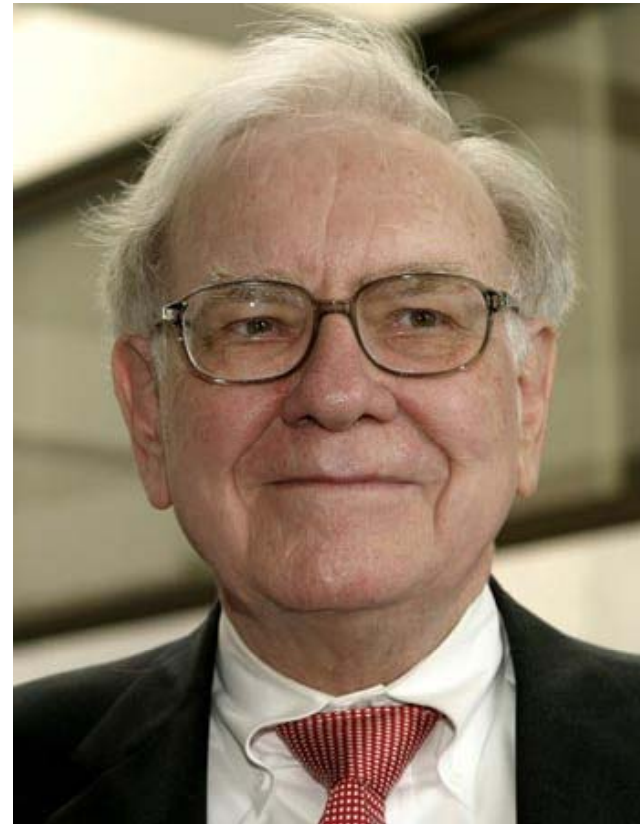
- What did you learn about each yourself?
- How did it feel to talk about your strengths with others?
- How can you apply this exercise in your own work team?



Understanding of Leadership

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

Warren Buffet



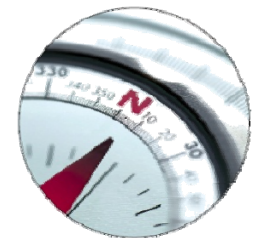
Why People Follow

#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



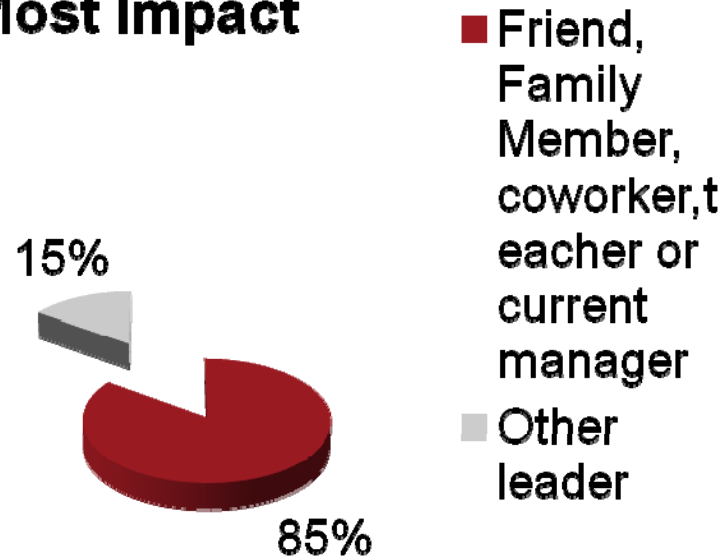
Followers' Four Basic Needs

- Trust
- Compassion
- Stability
- Hope

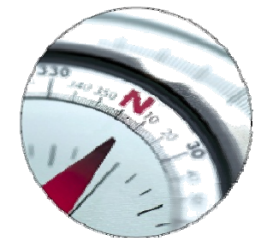


Results of the Research

Most Impact

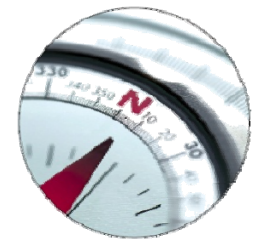


Length of Relationship



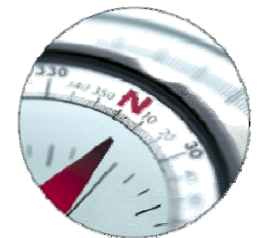
Becoming a Strengths-Based Leader

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.



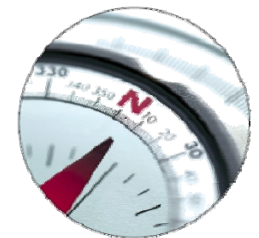
Becoming a Strengths-Based Leader

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.



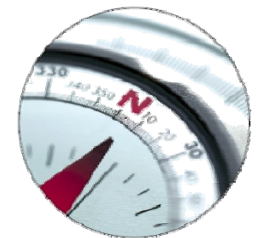
Becoming a Strengths-Based Leader

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

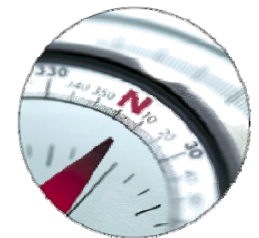
Tom Rath & Barry Conchie (2008) *Strengths Based Leadership*

Donald O. Clifton and Edward “Chip” Anderson ,*Developing Leadership Strengths In College*, by Edward C. Anderson and © 2004 The Gallup Organization, Princeton, NJ

Buckingham, M., & Clifton, D. C. (2001). *Now Discover Your Strengths*. New York: Free Press.

Clifton, D. C., & Anderson, E. C. (2002). *StrengthsQuest: Discover and Develop Your Strengths in Academics, Career, and Beyond*. Washington D.C.: The Gallup Organization.

Greenleaf, R. K. (1991). *The Servant as Leader*. Indianapolis: The Robert GreenleafCenter.



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](#)

