**Leading Teams**

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| **The 4 Domains of Leadership Strength** |
| ExecutingInfluencingRelationship BuildingStrategic Thinking |

Those with a dominant strength in executing know how to make things happen. They implement solutions and have the ability to “catch” an idea and make it a reality.

Those with a dominant strength in Influencing help their team reach a much broader audience. They sell the team’s ideas inside and outside the organization. They can take charge, speak up, or make sure the group is heard.

Those with a dominant strength in relationship building provide the essential glue that holds the team together. They have a unique ability to create groups and organizations that are much greater than the sum of their parts.

Those with a dominant strength in strategic thinking keep us all focused on what could be. They constantly absorb and analyze information and help the team make better decisions. They continually stretch our thinking for the future.

How the 34 themes sort into the four domains of leadership strength:

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| **Executing** | **Influencing** | **Relationship Building** | **Strategic Thinking** |
| AchieverArrangerBeliefConsistencyDeliberativeDisciplineFocusResponsibilityRestorative | ActivatorCommandCommunicationCompetitionMaximizerSelf-AssuranceSignificanceWoo | AdaptabilityDeveloperConnectednessEmpathyHarmonyIncluderIndividualizationPositivityRelator | AnalyticalContextFuturisticIdeationInputIntellectionLearnerStrategic |

**When a team is well-rounded, it is made-up of individuals with complementary talents. Here’s how a well-balanced team achieves results:**

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| **Leadership Strength Domain** | **How Members with This Leadership Strength Contribute to Team Results** | **The Risks of Gap/Absence of Strengths**  |
| **EXECUTING**  | Take actionDrive implementationEnsure team is responsible for outcomesSteadfast and hard working | Incompletion and poor quality: *Missed deadlines and inability to complete projects leads to stagnation, financial losses and team frustration.* |
| **INFLUENCING** | Speak up and ensure the team’s needs are heardTake charge when neededConfident; conveys assurance and strength of teamCompelling and persuasive | Impact of team degraded/ impact weakened: *Inside the organization the team’s relevance and impact is not understood or seen as less important than others.* |
| **RELATIONSHIP BUILDING** | Builds trustEstablishes a shared culture among team membersMembers are open to feedbackHealthy debate and ability to manage conflict | Fragmentation and personal goals trump organizational goals: *Without strong relationships and a shared culture the team might not easily give one another feedback, conflict is not healthy and the team is more likely to compete rather than stay focused on shared goals.* |
| **STRATEGIC THINKING** | Stays focused on vision/high-level goalGenerates ideasEngages in creativityStimulates new thinking/discussion | Mediocrity and irrelevance: *Work can become rote, not keeping pace with changing needs of clients, does not innovate, learn and adapt.*  |

**Leading Teams – Your Turn**

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