

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
Achiever	Activator	Adaptability	Analytical
Arranger	Command	Developer	Context
Belief	Communication	Connectedness	Futuristic
Consistency	Competition	Empathy	Ideation
Deliberative	Maximizer	Harmony	Input
Discipline	Self-Assurance	Includer	Intellection
Focus	Significance	individualization	Learner
Responsibility	Woo	Positivity	Strategic
Restorative		Relator	

Strengths Domains

Leaders with dominant strength in the **Executing** domain know how to make things happen. When you need someone to implement a solution, these are the people who will work tirelessly to get it done. Leaders with a strength to execute have the ability to ‘catch’ an idea and make it a reality.

Those who lead by **Influencing** help their team reach a much broader audience. People with strength in this domain 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.

Those who lead through **Relationship Building** are the essential glue that holds a team together. Without these strengths on a team, in many cases, the group is simply a composite of individuals. In contrast, leaders with exceptional Relationship Building strength have the unique ability to create groups and organizations that are much greater than the sum of their parts.

Leaders with great **Strategic Thinking** strengths are the ones who keep us all focused on what could be. They are constantly absorbing and analyzing information and helping the team make better decisions. People with strengths in this domain continually stretch our thinking for the future.

Highlight your top five strengths in these dimensions:

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Where do your top five strengths lie in these categories?

How do these strengths help you with your role?

Where do you need strong partners?

Strengths: Balconies and Basements (in balance or over-calibrated)

Achiever

Balcony: works tirelessly, committed, responsible (work ethic), keeps things moving forward
Basement: judgmental, over-competitive, hard on self, finds identity only through achievement, never satisfied or at peace, can't say no, too concentrated on work

Activator

Balcony: fired up, sparks energy of others, bold, courageous
Basement: ready-fire-aim, leaves others feeling lost (they haven't caught up), doesn't think things through

Adaptability

Balcony: loves change, flexible, goes with the flow, easy-going
Basement: directionless, indecisive, sheep, inconclusive, whimsical

Analytical

Balcony: thinks things through, logical, thorough, comfortable with numbers, figures, and charts, smart
Basement: over-thinks, short, judgmental, never satisfied, too many questions

Arranger

Balcony: makes sense of things, flexible, able to organize, constantly seeking best configuration for optimal efficiency
Basement: doesn't like existing rules or procedures, changes priorities, lacks vision

Belief

Balcony: ethical, compassionate, true to self and ideals, responsible
Basement: stubborn, set in their ways, elitist, righteous
(note: Belief can't work in org. where personal values/ethics are not in alignment)

Command

Balcony: charismatic, willing to take charge, direct, inspirational, clear
Basement: dominating, inflexible, not open to other views/ideas, rude, abrupt, stubborn

Communication

Balcony: easy to talk to, presence, energizing and entertaining, charismatic, storyteller
Basement: poor listener, needs to be center of attention, doesn't know when to be quiet, self-absorbed, show-off

Competition

Balcony: keeps going, driven, motivated, pushes self
Basement: gets identity from winning, sees everything as a competition, poor team player, puts down others, self-centered, confrontational

Connectedness

Balcony: big picture thinker, sees things from spiritual perspective, easy going (doesn't sweat the small stuff), strong faith, helps others see purpose
Basement: can miss seeing negatives, passive, wishy-washy

Consistency

Balcony: fair and just, problem-solver, makes fair policy and rules
Basement: needs everything to be "by the book", inflexible, unwilling to customize/individualize

Context

Balcony: historical frame of reference, understand how things came to be, can leverage knowledge and lessons of the past

Basement: uncomfortable with change, closed-minded, lives in the past, puts focus backwards

Deliberative

Balcony: discerning, identifies risk, good decision-maker, plans for the unexpected

Basement: aloof and disconnected from others, overly cautious, slow and afraid to act

Developer

Balcony: identifies and helps grow talent, teacher, coach, enjoys investing in others

Basement: wastes time on low-potential people, spectator, may not be individual contributor

Discipline

Balcony: high productivity and accuracy, loves structure, efficient planners, breaks down complex into steps

Basement: judgmental, overbearing, rigid, mechanized, can't handle change

Empathy

Balcony: healing presence, creates trust, knows what to say/do, customizes approach

Basement: caretaker, "soft", temperamental

Focus

Balcony: disciplined, determined, precise, knows what is important goal setter/getter

Basement: stressed out, absorbed, finds it hard to relax, intense

Futuristic

Balcony: visionary (even prophetic), inspiring, inventive, original

Basement: fantasist, out in left field, no practicality

Harmony

Balcony: great negotiator, grasps both sides of a situation, builds consensus, excellent facilitator

Basement: conflict-averse (sometimes to an extreme) weak, hesitant

Ideation

Balcony: quick thinker/learner, improves things, sees connections

Basement: lacks follow-through, can't stick things out, creates more work

Includer

Balcony: makes sure everyone is engaged, open and caring, sensitive, defends others

Basement: indiscriminate, indecisive, generous to a fault

Individualization

Balcony: understands uniqueness of all, knows one size doesn't fit all, appreciates differences

Basement: difficulty placing group above individual, difficulty in making people decisions

Input

Balcony: great resource, well-informed, excellent memory, mind for detail, collects interesting things, good conversationalist

Basement: can't distinguish worthless information, cluttered house-cluttered mind, boring

Intellection

Balcony: smart, enjoys musing, capable of deep and philosophical thought, able to work alone
Basement: loner, delays action by over-thinking, not a good team player

Learner

Balcony: loves learning, quick to grasp new ideas, interested and intrigued by life
Basement: know it all, doesn't produce results

Maximizer

Balcony: focuses on mastery and success, strives for excellence
Basement: overly perfectionist, nothing is ever good enough, constantly reworking

Positivity

Balcony: excited, Balconyhearted, energetic, generous with praise, sees positives
Basement: difficulty dealing with negativity, artificial, naïve, superficial

Relator

Balcony: deep relationships, naturally caring and trusting, forgiving, bighearted
Basement: prone to cliques, favors those they know deeply over less familiar people

Responsibility

Balcony: trustworthy, committed, accountable, self-determining, conscientious
Basement: difficulty delegating and trusting (micro-manager), obsessive, can't say "no", take on too much, over commits out of fear things won't get done

Restorative

Balcony: problem solver, troubleshooter, focused on finding enhancements and solutions
Basement: over-focused on weaknesses, negative, critical, blaming

Self-Assurance

Balcony: confident, able to take risks, knows where they are going
Basement: superior, over confident, stubborn, arrogant

Significance

Balcony: guides people to outstanding performance, focused on what is important, independent
Basement: craves recognition, self-focused, needy, gets identity through others views

Strategic

Balcony: sees the way to go as well as alternatives and different paths, intuitive
Basement: overly quick decisions, doesn't connect the dots for others, gets set on a solution (closed-minded)

Woo

Balcony: extrovert, people-oriented, loves to network, quickly builds connections
Basement: doesn't get to know people deeply, shallow, fake