Strengths-Based Leadership

Leveraging group talent to achieve more

Presented by: Ilesha Graham
Just like me . . .

- My closet is color-coded
- I talk to people in elevators + in grocery lines
- I make lists of things to do (even on the weekends)
- People tell me that I’m too nice
- I ask too many questions
- I trust my intuition
- I figure out the plot of the movie in the very beginning
- I push the elevator button just to remind it
- I want everyone to get along!
Strengths Finder Assessment

- Rank yourself on each of the 34 qualities
- Don’t “over think” it! Go with your gut
- Don’t downplay your gifts
- After you complete the assessment, total your points on the final page
## Four Domains

<table>
<thead>
<tr>
<th>Executing</th>
<th>Influencing</th>
<th>Relationship-Building</th>
<th>Strategic Thinking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achiever</td>
<td>Activator</td>
<td>Adaptability</td>
<td>Analytical</td>
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<tr>
<td>Arranger</td>
<td>Command</td>
<td>Developer</td>
<td>Context</td>
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<tr>
<td>Belief</td>
<td>Communication</td>
<td>Connectedness</td>
<td>Futuristic</td>
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<tr>
<td>Consistency</td>
<td>Competition</td>
<td>Empathy</td>
<td>Ideation</td>
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<tr>
<td>Deliberative</td>
<td>Maximizer</td>
<td>Harmony</td>
<td>Input</td>
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<tr>
<td>Discipline</td>
<td>Self-Assurance</td>
<td>Includer</td>
<td>Intelllection</td>
</tr>
<tr>
<td>Focus</td>
<td>Significance</td>
<td>Individualization</td>
<td>Learner</td>
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<tr>
<td>Responsibility</td>
<td>Woo</td>
<td>Positivity</td>
<td>Strategic</td>
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<tr>
<td>Restorative</td>
<td></td>
<td>Relator</td>
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</tr>
</tbody>
</table>

- **Executing**: works tirelessly, moves ideas to action, needs to get things done, solution-oriented, focused on speed, precision, accuracy
- **Influencing**: selling ideas, takes charge, speaks up, gets heard, reaches a broad audience, wins people over, helps others to feel comfortable + connected, influences forward
- **Relationship-Building**: brings people together, keeps distractions at bay, keeps energy high, team-focused, mentor + guide, strong relational connections, binds ppl around causes, ideas, + each other
- **Strategic Thinking**: visionary, “what team can be”, absorbs + analyzes date, helps make better decisions, stretches thinking, sees opportunities + creates ideas, looks at best way to move forward
How’s in your crew?

• Think about the members on your team, write their names next to the domain that best matches their personality/strengths
How do you show up as a leader?
How can you best lead others?

• There are four things that your followers need
  ▫ Trust
  ▫ Compassion
  ▫ Stability
  ▫ Hope
Bringing it all together

- Put people first
- Be flexible
- Share your vision
- Stay passionate
- Focus on strengths
- Match work tasks to strengths to engage people
Thank YOU!

Contact info:

Ilesha Graham
coco@cocospeaks.net