



Strengths-Based Leadership Guide  
(with action strategies)

**Leader: Samuel Dergel**

## The Four Domains of Leadership Strength

---

As Gallup studied and worked with thousands of leadership teams, we began to see that while each member had his or her own unique strengths, the most cohesive and successful teams possessed broader groupings of strengths. So we initiated our most thorough review of this research to date. From this dataset, four distinct domains of leadership strength emerged: Executing, Influencing, Relationship Building, and Strategic Thinking.

### Executing

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.

### Influencing

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.

### Relationship Building

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.

### Strategic Thinking

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 strength in this domain continually stretch our thinking for the future.

Gallup found that it serves a team well to have a representation of strengths in each of these four domains. Instead of one dominant leader who tries to do everything or individuals who all have similar strengths, contributions from all four domains lead to a strong and cohesive team. This doesn't mean that each person on a team must have strengths exclusively in a single category. In most cases, each team member will possess some strength in multiple domains.

According to our latest research, the 34 Clifton StrengthsFinder themes naturally cluster into these four domains of leadership strength. See below for how your top five themes sort into the four domains. Then, use the chart at the end of this report to plot your team members' top five themes and see how their strengths sort into the four domains as well. As you think about how you can contribute to a team and who you need to surround yourself with, this may be a good starting point.

## Your Top Five Clifton StrengthsFinder Themes

Executing	Influencing	Relationship Building	Strategic Thinking
Focus	Maximizer	Positivity	Futuristic
			Ideation

## Followers' Four Basic Needs

Followers have a very clear picture of what they want and need from the most influential leaders in their lives: trust, compassion, stability, and hope. On the next several pages, for each of your top five Clifton StrengthsFinder themes, you will find a brief definition of the theme, strategies for leveraging that theme to meet followers' four basic needs, tips for leading others who are strong in that theme, and illustrations of what that theme sounds like in action.

## Futuristic

### LEADING WITH FUTURISTIC

---

People strong in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.

#### Build Trust

- When helping others imagine what could be, make sure that your visions are grounded in reality. Many people do not find it as easy as you do to envision what things will look like decades later, so provide as much detail as you can about what they can do to be a part of the future. A realistic attitude will help build trust and confidence in your visionary ideas.
- Given your natural ability to look ahead, at times you may see disturbing trends on the horizon. Even if you enjoy talking about possibilities more than problems, you may be able to help people see and eliminate potential roadblocks before they cause any difficulties. Others will come to depend on you for this and trust what you see.

#### Show Compassion

- One of the best ways to make a connection with another human being is to listen. Ask the people you lead about their dreams. Have them describe their ideal future to you. Somewhere in their story, your Futuristic talents are likely to find a connection. Build on that connection by asking questions, helping them find more clarity as they put feelings to words. They will feel closer to you simply because you took an interest in their hopes and dreams for the future.
- You see the future more clearly than others. Do a little dreaming for people. Tell them that these dreams are possible if they set their sights on them. Perhaps you see talents in them that they are blind to, or opportunities they have not considered. Investing your time and energy in thinking about possibilities and what is good for other people shows caring and friendship. It shows you are a leader.

#### Provide Stability

- People sometimes exaggerate the fear of the present because they cannot see beyond to a future when “this too shall pass.” You have the gift of perspective; your thinking is not bound by present circumstances. Help others share the calm you possess, knowing that another day will come, and all this will be behind them.
- As you think about the future, be sure to “check in” with the people you lead about their emotions. If the visions you have are too distant for them to imagine, or if too much seems uncertain, they may get worried or uncomfortable. Ask people how they see themselves in the scenarios you discuss, and help them know that these are “what if” pictures, not “must be” plans. They are the ones in control of their destiny.

### Create Hope

- Because you have the gift of future thinking, it should come as no surprise that people choose you as their sounding board when they seek direction and guidance. You may have been playing the role of a guide for others your whole life. Think through this role. Consider what questions you should be asking. What do others need from you? How do you find out? Having a set of questions to ask when others seek you out may help you match your contribution to their expectations and aspirations.
- You inspire others with your images of the future. When you articulate your vision, be sure to describe the future in detail with vivid words and metaphors so that others can better comprehend your expansive thinking. Make your ideas and strategies more concrete via sketches, step-by-step action plans, or mock-up models so that your associates can readily grasp your intent.

### LEADING OTHERS WITH STRONG FUTURISTIC

- Give this person time to think about, write about, and plan for the products and services your organization will need in the future. Create opportunities for her to share her perspective in company newsletters, meetings, or industry conventions.
- Put this person on the organization's planning committee. Have her present her data-based vision of what the organization might look like in three years. And have her repeat this presentation every six months or so. This way, she can refine it with new data and insights.
- When your organization needs people to embrace change, ask this person to put these changes in the context of the organization's future needs. Have her make a presentation or write an article that puts these new directions in perspective. She can help others rise above their present uncertainties and become almost as excited as she is about the possibilities of the future.

### FUTURISTIC SOUNDS LIKE THIS:

Dan F., school administrator: "In any situation, I am the guy who says, 'Did you ever think about . . . ? I wonder if we could . . . I don't believe it can't be done. It's just that nobody has done it yet. Let's figure out how we can.' I am always looking for options, for ways not to be mired by the status quo. In fact, there is no such thing as the status quo. You are either moving forward, or you are moving backward. That's the reality of life, at least from my perspective. And right now, I believe that my profession is moving backward. State schools are being out-serviced by private schools, charter schools, home schools, Internet schools. We need to free ourselves from our traditions and create a new future."

Jan K., internist: "Here at the Mayo Clinic, we are launching a group called the Hospitalists. Rather than having patients handed off from one doctor to another during their stay in the hospital, I envision a family of providers. I envision fifteen to twenty MDs, of various genders and races, with twenty to twenty-five nurse practitioners. There will be four to five

new hospital services, most of which will work with surgeons and will provide para-operative care as well as care for the hospitalized elderly. We are redefining the model of care here. We don't just take care of the patients when they are in the hospital. If a patient comes in for a knee replacement, a member of the Hospitalist team would see him before the surgery, follow him from the day of surgery through the days of hospitalization, and then see him when he comes in six weeks later for his postoperative check. We will provide patients with a complete episode of care so that they don't get lost in the handoffs. And to get the funding, I just saw the detailed picture in my head and kept describing this picture to the department chair. I guess I made it seem so real that they had no choice but to grant me the funds."

## Focus

### LEADING WITH FOCUS

---

People strong in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.

#### Build Trust

- Others will respect you because you know what's important, and you keep your attention there. Make sure that you're not delegating non-essentials. Before you ask someone to do something, ask yourself if it affects ultimate performance. If it's not worth your time, perhaps it's not worth anyone's time, and you don't even have to ask. Others will trust your judgment.
- As a person with strong Focus talents, you know that life is about choices. Remember that everyone is responsible for their own decisions. Demonstrate to others that you understand and respect their choices in life.

#### Show Compassion

- Take a step back and think broadly about the priorities in your life. Use your Focus talents to target not only the projects that are important, but also the people. Set goals and strategies for giving those people the time and attention they deserve as partners in your life. Include these goals on your daily to-do lists, and check off what you accomplish.
- In whom should you be investing at work? Who makes your life better every day through their efforts on the job? Show appreciation to those who enable you to be so efficient. Acknowledge their role in your effectiveness, and don't forget to reach out when they need your help too.

#### Provide Stability

- Expand the effects of your Focus talents by extending the period of time you usually plan in advance. For example, if you typically plan one year ahead, try planning three years out. Gradually increase the length of time you encompass in your forecasting.

Share your thoughts with others. Knowing that you are focusing on and thinking about the long term will give them security now.

- When you share long-term goals with your family and your work teams, tell them that they are part of your future projections. Give them the assurance that they are valued and needed and will be there with you.

### Create Hope

- Over a lifetime, we accrue responsibilities and tasks that may have ceased to have meaning for us. Help others clear some of the accumulated clutter of their lives. Ask questions like “What are the most important priorities in your life and your work?” “What do you love about doing this?” and “What would happen if you stopped doing this?” By tackling these questions, you can help people focus — or refocus — their energies and offer them a fresh outlook on the future.
- Invest in your organization by guiding the career trajectories of your company’s most promising protégés. When mentoring others, you can assist them in crafting well-defined career paths and action plans to secure their major aspirations.
- Having measurable, specific, and tangible performance objectives is critical to your effectiveness. You relish setting regular “mini goals” for yourself because they keep your Focus talents sharp. Share your goals, measurement systems, and performance objectives with associates. In doing so, you will increase the sense of “team” and inspire them to track their personal progress in relation to the larger organizational objectives.

### LEADING OTHERS WITH STRONG FOCUS

- Set goals with timelines, and then let this person figure out how to achieve them. He will work best in an environment where he can control his work events.
- Check in with this person on a regular basis — as often as he indicates would be helpful. He will thrive on this regular attention because he likes talking about goals and his progress toward them. Ask him how often you should meet to discuss goals and objectives.
- Don’t expect this person to always be sensitive to the feelings of others; getting his work done often takes top priority. If he also has strong Empathy talents, this effect will obviously be lessened. Nonetheless, be aware of the possibility that he may trample on others’ feelings as he marches toward his goal.
- This person does not thrive in constantly changing situations. To manage this, when describing the change to him, use language that he will be more receptive to. For example, talk about it in terms of “new goals” and “new measures of success,” giving the change trajectory and purpose. This is the way he naturally thinks.
- Arrange for this person to attend a time management seminar. He may not naturally excel at this, but because his Focus theme pushes him to move toward his goals as fast as possible, he will appreciate the greater efficiency that effective time management brings.

**FOCUS SOUNDS LIKE THIS:**

Nick H., computer executive: “It is very important to me to be efficient. I’m the sort of guy who plays a round of golf in two and a half hours. When I was at Electronic Data Systems, I worked out a set list of questions so that I could conduct a review of each division in 15 minutes. The founder, Ross Perot, called me ‘The Dentist’ because I would schedule a whole day of these in-and-out, fifteen-minute meetings.”

Brad F., sales executive: “I am always sorting priorities, trying to figure out the most efficient route toward the goal so that there is very little dead time, very little wasted motion. For example, I will get multiple calls from customers who need me to call the service department for them, and rather than taking each one of these calls as they come and interrupting the priorities of the day, I group them together into one call at the end of the day and get it done.”

Mike L., administrator: “People are amazed how I put things into perspective and stay on track. When people around the district are stuck on issues and caught on contrived barriers, I am able to pole-vault over them, reestablish the focus, and keep things moving.”

Doriane L., homemaker: “I am just the kind of person who likes to get to the point — in conversations, at work, and even when I am shopping with my husband. He likes to try on lots of things and has a good time doing it, whereas I try one thing on, and if I like it and it is not horribly priced, I buy it. I’m a surgical shopper.”

**Positivity**

## LEADING WITH POSITIVITY

People strong in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

**Build Trust**

- Some people are so accustomed to hearing the negatives pointed out that initially, they will be suspicious of your continued positive remarks. Keep those remarks coming, and allow others to trust, over time, that you’re always going to have that upbeat emphasis — in your life and in theirs.
- Make certain that your praise is always genuine, never empty or false. Research shows that more damage is done through false praise than through criticism. If you believe it, say it. If you don’t, show your respect for others’ intelligence and discernment, and don’t yield to the temptation of false flattery.

### Show Compassion

- Your Positivity makes you naturally liberal with praise. You can't be too generous — precious few people believe that they are suffering from too much recognition in their lives. Give praise freely. Make it specific. Make it personal. Spread good feelings and genuine appreciation for others. Help others look forward to every interaction they have with you.
- In hard times, you may be one of the few bright spots in someone's life — a beacon. Never underestimate that role. People will come to you because they need the boost you consistently provide. Let them know that they can. Ask them what they need. You will refresh them.
- Be the person whose humor is always positive and encouraging. Because of your outlook, you don't resort to deprecating, callous humor or sarcasm. This positive approach will surely rub off on others, and you'll influence the atmosphere around you.

### Provide Stability

- You have a natural talent to increase people's confidence. Look for ways to catch people doing things right or doing the right things. Affirm them. Watch them become stronger and more certain of themselves as a result of your praise.
- Your optimism allows you to live with solutions that are sometimes less than perfect. As a result, you encourage others to make progress rather than insisting on perfection. Continue to look for and describe to others the potential that exists in less-than-ideal situations. By doing so, you encourage them to feel free to take risks to improve a situation, even when they don't yet have the total solution.

### Create Hope

- Play up the drama of moments. If everyone deserves 15 minutes of fame, perhaps you are the person to set the stage. Make each person's 15 minutes big enough to count and important enough to last.
- Your optimism helps others look to the future with anticipation. Talk about the future. Talk about what is possible. Ask others to share the opportunities and possibilities they see. Just saying them out loud helps them become expectations, and eventually, realities.
- Sometimes feelings are the result of action; other times, feelings are the cause for action. Insist on celebrations, employ the therapy of laughter, and inject music and drama into your organization. This positive impact on the emotional economy will influence your productivity, mutual support, and bottom line.
- As you create positive environments, be sure to protect and nurture them. As much as possible, insulate yourself and others from chronic whiners, complainers, and malcontents. Prune negativity — it's as contagious as your positivity. You and your group must intentionally spend time in highly positive environments that will invigorate and feed optimism.

### LEADING OTHERS WITH STRONG POSITIVITY

- Ask this person to help plan events that your organization hosts for your best customers, such as new product launches or user groups.
- This person's enthusiasm is contagious. Consider this when placing him on project teams.
- This person likes to celebrate. When milestones of achievement have been reached, ask him for ideas about how to recognize and commemorate the accomplishment. He will be more creative than most.
- Pay attention to this person's other top themes. If he also possesses strong Developer talents, he may prove to be an excellent trainer or teacher because he brings excitement to a classroom. If Command is one of his strongest themes, he may excel at selling because he is armed with a potent combination of assertiveness and energy.

### POSITIVITY SOUNDS LIKE THIS:

Gerry L., flight attendant: "There are so many people on an airplane that I have made it a point over the years to single out one or two on a flight and make it something special for them. Certainly, I will be courteous to everybody and extend to them the kind of professionalism that I would like given to me, but over and above that, I try to make one person or family or small group of people feel particularly special, with jokes and conversation and little games that I play."

Andy B., Internet marketing executive: "I am one of those people who loves creating buzz. I read magazines all the time, and if I find something fun — some new store, new lip gloss, whatever — I will charge around telling everyone about it. 'Oh, you just have to try this store. It is so-o-o cool. Look at these pictures. Check them out.' I am so passionate when I talk about something that people just have to do what I say. It's not that I am a great salesperson. I'm not. In fact, I hate asking for the close; I hate bothering people. It's just that my passion about what I say makes people think, 'Gosh, it must be true.'"

Sunny G., communications manager: "I think the world is plagued with enough negative people. We need more positive people — people who like to zero in on what is right with the world. Negative people just make me feel heavy. In my last job, there was a guy who came into my office every morning just to unload on me. I would purposely dodge him. I'd see him coming, and I'd run to the bathroom or go some other place. He made me feel as if the world was a miserable place, and I hated that."

## Ideation

### LEADING WITH IDEATION

---

People strong in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

### Build Trust

- The purpose behind your pursuit of what's new can help others trust you to make good choices. Explain the "why" behind what you do. Help people see that you are seeking to improve the status quo, to better explain the world, and to make discoveries that ultimately serve humanity.
- Make things simple. All your ideas, possibilities, and tangents can be confusing to some people. You see the simplicity of the underlying principles; articulate that to others so that they can see it too. The clearer things seem to people, the more certain they can be that you are doing what is right and makes sense. Help people make connections between what is and what can be.

### Show Compassion

- Others have great appreciation for your creative imagination and your continual quest for new ideas. Invite them along for the ride. Ask them to dream with you. Shared excitement about ideas and possibilities, even from vastly different fields and approaches, can be a foundation for a mutually satisfying relationship.
- Partner with others who have a practical bent — people who can make your ideas realistic and bring them to fruition. You can be their inspiration; they can help you realize your dreams. Your differences are what bind you together and make each of you more successful than you would be on your own. Show consideration and appreciation for what others bring to the table.

### Provide Stability

- Stability and Ideation might seem at odds. You are always searching for ways to break from convention and look at things from a new angle. Verbalize the fact that you're not seeking to destroy what is — rather, you want to make things better. You understand that security doesn't come from maintaining the status quo and doing things the way they've always been done; security is about making sure you are prepared for the future.
- You must take risks. Still, you can calm others by educating them that those risks are calculated, not reckless. Give others confidence by helping them see the logic behind your pursuit of what's new, and keep them informed along the way.

### Create Hope

- You are a natural fit with people in research and development; you appreciate the mindset of the visionaries and dreamers in your organization. Spend time with imaginative staff members, and sit in on their brainstorming sessions. Invite people you know who have good ideas to join as well. As a leader with exceptional Ideation talents, you can contribute to inspirational ideas and make them happen.

- Find people in other walks of life who like to talk about ideas, and build mutually supportive and satisfying relationships. Their knowledge and dreams about an area that is foreign to you can inspire you. Feed one another's need for big thinking.

### LEADING OTHERS WITH STRONG IDEATION

- This person has creative ideas. Be sure to position her where her ideas will be valued.
- Encourage this person to think of useful ideas or insights that can be shared with your best customers. From Gallup's research, it is clear that when a company deliberately teaches its customers something, their level of loyalty increases.
- This person needs to know that everything fits together. When decisions are made, take time to show her how each one is rooted in the same theory or concept.
- When a particular decision does not fit into an overarching concept, be sure to explain to this person that the decision is an exception or an experiment. Without this explanation, she may start to worry that the organization is becoming incoherent.

### IDEATION SOUNDS LIKE THIS:

Mark B., writer: "My mind works by finding connections between things. When I was hunting down the Mona Lisa in the Louvre museum, I turned a corner and was blinded by the flashing of a thousand cameras snapping the tiny picture. For some reason, I stored that visual image away. Then I noticed a 'No Flash Photography' sign, and I stored that away too. I thought it was odd because I remembered reading that flash photography can harm paintings. Then about six months later, I read that the Mona Lisa has been stolen at least twice in this century. And suddenly I put it all together. The only explanation for all these facts is that the real Mona Lisa is not on display in the Louvre. The real Mona Lisa has been stolen, and the museum, afraid to admit their carelessness, has installed a fake. I don't know if it's true, of course, but what a great story."

Andrea H., interior designer: "I have the kind of mind where everything has to fit together or I start to feel very odd. For me, every piece of furniture represents an idea. It serves a discrete function both independently and in concert with every other piece. The 'idea' of each piece is so powerful in my mind, it must be obeyed. If I am sitting in a room where the chairs are somehow not fulfilling their discrete function — they're the wrong kind of chairs or they're facing the wrong way or they're pushed up too close to the coffee table — I find myself getting physically uncomfortable and mentally distracted. Later, I won't be able to get it out of my mind. I'll find myself awake at 3:00 a.m., and I walk through the person's house in my mind's eye, rearranging the furniture and repainting the walls. This started happening when I was very young, say seven years old."

## Maximizer

LEADING WITH MAXIMIZER

---

People strong in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

### Build Trust

- Admit that you do some things well and others not so well. Allow people to admit that they too have areas where they consistently struggle. Simply being open can give others permission to be themselves in an honest way.
- Others will need to hear your message more than once before they believe that you're truly expecting them to shine where they shine and that you're avoiding their "dull spots." Repeat the message so it is heard, understood, and trusted. Some people may need to know that you're not going to surprise them later with an accounting of where they are weak or how they have failed. Continually focus on their excellence until they can truly trust that this will always be your emphasis.

### Show Compassion

- Use your Maximizer talents to set others free. Too often, people think they have to live up to expectations to be a jack of all trades, a straight-A student, or a well-rounded citizen. Make it clear that you appreciate their unique gifts, their personal brilliance. You don't expect all things from all people — you expect people to be more of who they already are. You may be the only one in people's lives who sees their gifts and talents this way.
- Sometimes people don't recognize their own areas of brilliance. You can be the one who leads them to the light. Point out moments of excellence you see in others' performance. Tell them that you see the areas where they are truly gifted. We sometimes limit the notion of "talent" to obvious areas like sports or music. Broaden people's view of giftedness. Tell people if they are a gifted friend, a gifted organizer, or a gifted accommodator. Broaden their view of self. You can change a life and become a personal champion.

### Provide Stability

- The surest way to destroy other people's sense of security is to ask them to repeatedly do something for which they are not adequately equipped. Instead, allow others to do and build on what they do best, and watch their confidence grow.
- Support others in the areas in which they don't excel. Give them confidence by helping them find complementary partners or systems that free them from failure.

### Create Hope

- Don't let your Maximizer talents be stifled by conventional wisdom, which says you should find what is broken and fix it. Identify and invest in the aspects of people and organizations that are working. Make sure that most of your resources are spent building up and encouraging these pockets of excellence.

- Explain Maximizer concepts to those who may not have ever considered pursuing only what they do well. Point out the advantages of a life lived by these principles: Capitalizing on the gifts with which you've been blessed is more productive. It sets higher expectations, not lower ones. It is the most effective and efficient use of energy and resources. And it's more fun.
- You will probably not have the opportunity to observe everything people do exceptionally well. So encourage others to be the keepers and tenders of their own talents. Ask them to study their successes: What did they do best in winning situations? How can they do more of that? Inspire them to dream. Tell them they can come to you for these kinds of discussions — that this is one of your great pleasures in life. Transfer the ownership of their gifts to them, and support that ownership.
- As a leader, you have a responsibility to make the most of your organization's resources — and talent is every company's greatest resource. You see talent in others. Use your authority to help your associates see their own talents and to maximize those talents by positioning people where they can develop and apply strengths. For every need, there is a person with a gift to match. Recruit and select carefully, and you'll have an organization full of opportunities for brilliance.

#### LEADING OTHERS WITH STRONG MAXIMIZER

- Schedule time with this person to discuss her strengths in detail and to strategize how and where these strengths can be used to the organization's advantage. She will enjoy these conversations and offer many practical suggestions for how her talents can best be put to use.
- As much as possible, help this person develop a career path and a compensation plan that will allow her to keep growing toward excellence in her role. She will instinctively want to stay on a strengths path and may dislike career structures that force her off this path to increase her earning power.
- Ask this person to lead a task force to investigate the best practices in your organization. Also ask her to help design a program for measuring and celebrating the productivity of each employee. She will enjoy thinking about what excellence should look like across the organization as well as within in each role.

#### MAXIMIZER SOUNDS LIKE THIS:

Gavin T., flight attendant: "I taught aerobics for ten years, and I made a point of asking people to focus on what they liked about themselves. We all have parts of our body that we would like to change or that we would like to see differently, but to focus on that can be so destructive. It becomes a vicious cycle. So I would say, 'Look, you don't need to be doing that. Instead, let's focus on the attribute you like about yourself, and then we'll all feel better about expending all of this energy.'"

Amy T., magazine editor: "There is nothing I hate more than having to fix a poorly written piece. If I have given the writer a clear focus and she comes back with a piece that is

completely off the mark, I almost can't bring myself to write comments on it. I'm more inclined to just hand it back to her and say, 'Just please start again.' On the other hand, what I love to do is take a piece that is so close and then refine it to make it perfect. You know, just the right word here, a little cut there, and suddenly it's a brilliant piece."

Marshall G., marketing executive: "I am really good at setting a focus for people and then building a sense of team spirit as we all march forward. But I am not so good at strategic thinking. Fortunately, I have a boss who understands that about me. We have been working together for quite a few years. He has found people who play the strategic role, and at the same time, stretches me to be even better at the focus and team-building role. I'm so lucky to have a boss who thinks this way. It's made me more secure and made me charge ahead much faster, knowing that my boss knows what I am good at and what I'm not good at; he doesn't bother me with the latter."

Team Name: \_\_\_\_\_

Custom Team Distribution Chart

Team Members	Executing	Influencing	Relationship Building	Strategic Thinking