

Strengths Unleashed

The Four Needs of Followers

● STABILITY- The Foundation

People want Predictability. Clear expectations. Consistent leadership so they know where they stand.

● TRUST- The Walls

People need to feel safe, secure and believe that their leader will do what's right for them, for the team, and for the business

● COMPASSION- The Roof

The **roof** that shelters and connects us. Compassion isn't just being 'nice.' It's being invested in people's success and well-being

● HOPE- The Windows and Doors

Hope is the vision of where we're going and why it matters. Hope shows people the possibilities ahead and opens doors to new opportunities.

Strengths-Based Leadership

What is a strength versus a talent?

Talents are the things you do so effortlessly and instinctively that you might not even notice you're doing them. *RAW POTENTIAL*

Strength: A talent developed and applied consistently to deliver near-perfect performance

Gallup CliftonStrengths (NAME IT!)

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

My Top Five Strengths (CLAIM IT!)

How do your strengths support the four needs of followers? (AIM IT!)

● **STABILITY** - Which strengths do you use to create stability, clarity and focus for your team?

● **TRUST**-Which strengths do you use to create psychological safety?

● **COMPASSION**- Which strengths do you use to let your team know you care about their overall well-being?

● **HOPE**-Which strengths can you use to help your team feel good about the future?