



What Makes Up A Great Leadership Team?

Over the years, Gallup has studied thousands of executive teams. In most cases, their leadership consultants conduct an in-depth interview with a team's formal leader (usually the CEO) and also conduct interviews with each member of the leadership team. This enables them to compare the strengths of each person sitting around the table so that they could start thinking about each one's individual development and succession planning -- and perhaps most importantly, how the team looks as a whole.

As we worked with these leadership teams, they 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 Gallup went back and initiated their 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**.

While these categories appear to be general, it struck them that these broader **categories of strengths could be useful for thinking about how leaders can contribute to a team**. A more detailed language may work best for individual development, but these broad domains offer a more practical lens for looking at the composition of a team.

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. **Although individuals need not be well rounded, teams should be.**

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 Gallup's latest research, the 34 StrengthsFinder themes naturally cluster into these four domains of leadership strength based on a statistical factor analysis and a clinical evaluation by Gallup's top scientists. 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.



Explaining the Four Domains

The Four Domains of Leadership Strength			
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	

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 strength to execute have the ability to "catch" an idea and make it a reality.

Those who lead by **Influencing** help their teams 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 strength in this domain continually stretch our thinking for the future.

👉 **Tracie Moser uses Gallup's Strengths Based Leadership book and assessment as a part of her Executive/Leadership Coaching and for The Strengths Based Leadership Team workshop.** 📌