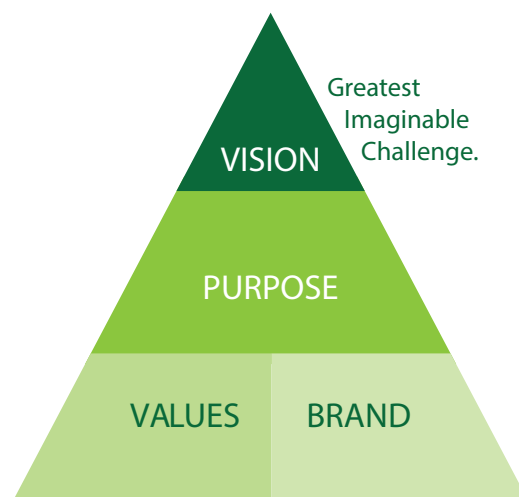


4 Needs of Followers (from Strengths-Based Leadership, Tom Rath)

| | |
|---------------------------------------|--|
| Hope – Vision, brightness of future | Trust – Do we trust each other? How do we build trust? |
| Stability – Certainty, predictability | Compassion – understanding, 'love' in the work-place |

4 Pillars of Leadership (adapted from Good to Great, Jim Collins)



Leadership Matrix

| | Hope | Trust | Stability | Compassion |
|---------|------------------|---------------|---------------|------------------------------|
| Purpose | North Star | Shared Why | Bedrock | Serve Others |
| Values | Future Standards | Integrity | Authenticity | Care for Others |
| Vision | Future Legacy | Shared Dreams | Build a Plan | Shared Journey / Experiences |
| Brand | Growth | Reputation | Dependability | Stewardship |

Leveraging Strengths as a Leader:

| Top 5 Clifton Strengths Themes | Idea or Action to lift leadership effectiveness |
|--------------------------------|---|
| | |
| | |
| | |
| | |
| | |

| | |
|---|--|
| Executing – Lead by Example | Influencing – Lead from the stage / front |
| Relationship Building – Lead from the Heart | Strategic Thinking – Lead from the Head (Thought Leadership) |

Based on the descriptions above, which is your dominant leadership style?

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For assistance in leading with your Strengths, please contact Chris at chris@chrismillercoaching.co.nz