

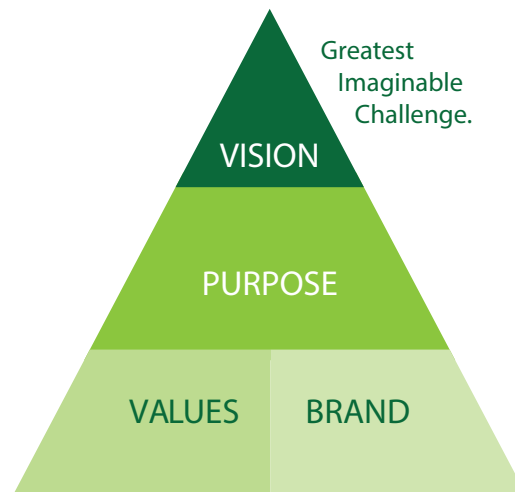
# Strengths-Based Leadership



## 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@christophermiller.co.nz](mailto:chris@christophermiller.co.nz)

