

# Discover Your Leadership Style

You won't become a successful leader by trying to be someone you're not. The way to become a better leader is by understanding your unique strengths and learning how to apply them in a leadership role.

Use this guide to help you grow your strengths and maximize your impact as a leader.



## Leadership Domains and Styles

Gallup studied more than 20,000 senior leaders and over 1 million work teams to discover the keys to being a more effective leader and identified four domains of leadership. Every leader is dominant in at least one of these domains. Every leader can be most effective by leading with their dominant domain.

RELATIONSHIP BUILDING

**People-Oriented Leader**



STRATEGIC THINKING

**Thought-Oriented Leader**

## Which one are you?

Use the steps below to find out.



EXECUTING

**Process-Oriented Leader**



INFLUENCING

**Impact-Oriented Leader**

# Learn Your Leadership Style

**Answer the following questions to help identify your leadership style.**

**When faced with a challenge, what is your first instinct?**

- 1) Rally the team and support them
- 2) Create a plan and get to work
- 3) Analyze the situation and think of innovative solutions
- 4) Inspire and motivate others to take action

**How do you prefer to communicate with your team?**

- 1) Through personal, one-on-one conversations
- 2) By giving clear, detailed instructions
- 3) By sharing ideas and asking for input
- 4) Through persuasive speeches or presentations

**What do you believe is most important in achieving success?**

- 1) Strong relationships and a cohesive team
- 2) Efficient processes and execution
- 3) Strategic planning and forward thinking
- 4) Influencing and inspiring others

**When starting a new project, what is your initial focus?**

- 1) Building strong connections with team members
- 2) Establishing clear steps and timelines for tasks
- 3) Developing a strategic road map for project goals
- 4) Inspiring enthusiasm and commitment among stakeholders

**How do you approach resolving conflicts within your team?**

- 1) By fostering open dialogue and understanding between individuals
- 2) By implementing structured processes and guidelines
- 3) By identifying underlying issues and proposing long-term solutions
- 4) By influencing perspectives and encouraging collaborative problem-solving

**What drives your decision-making process when faced with uncertainty?**

- 1) Prioritizing team harmony and morale
- 2) Following established protocols and procedures
- 3) Anticipating future trends and potential outcomes
- 4) Persuading others toward a visionary direction

**How do you motivate your team to achieve goals?**

- 1) By nurturing personal growth and team cohesion
- 2) By refining operational efficiency and productivity
- 3) By envisioning and communicating a compelling future state
- 4) By mobilizing others toward effective actions and results

**When reflecting on a successful project, what aspect do you value most?**

- 1) The strength of interpersonal connections and teamwork
- 2) The effectiveness of the implemented processes and procedures
- 3) The strategic decisions and insights that guided the project
- 4) The ability to influence outcomes and inspire positive change

**How do you approach introducing new ideas or changes to your team?**

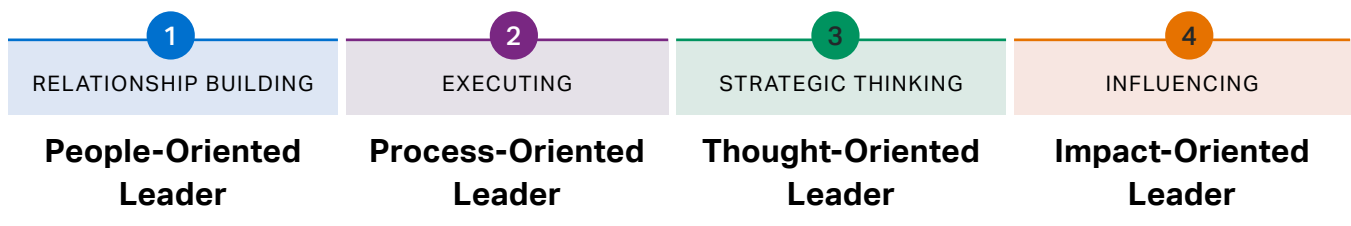
- 1) By fostering an environment of trust and collaboration
- 2) By focusing on implementing efficient processes and minimizing disruptions
- 3) By outlining the strategic rationale behind the proposed changes
- 4) By influencing team members to embrace innovation and adaptability

**When preparing for a major initiative, what is your primary concern?**

- 1) Building a strong team culture and ensuring everyone feels valued
- 2) Creating detailed plans and procedures to ensure smooth execution
- 3) Crafting a strategic vision that aligns with long-term goals
- 4) Inspiring stakeholders and gaining their commitment to the project

**You may have noticed a theme — each answer correlates with one of the four leadership domains. The four domains are the natural groupings of CliftonStrengths based on how the strengths help leaders successfully make decisions, inspire teams and navigate challenges.**

Each answer correlates with one of the four leadership domains.



Take a minute to look back over your answers and add up your responses below.

**People-Oriented** | **Process-Oriented** | **Thought-Oriented** | **Impact-Oriented**

Based on your responses, which style of leader are you?

Any surprises or realizations based on this information?

# Deploy and Develop Your Leadership Style

**Now that you have a better understanding of your leadership style, explore the strengths and weaknesses that may accompany your leadership style.**

## The People-Oriented Leader

(Relationship Building Domain)

### Strengths:

- You are the glue that holds your team together. You get to know each employee as a person.
- You build trust. You genuinely care about your team members.

### Weaknesses:

- People over performance: You may justify below-average performance because of personal connections.
- Shoulder to cry on: You might empathize without addressing root causes.

## The Process-Oriented Leader

(Executing Domain)

### Strengths:

- You set the pace for the team and work alongside them.
- You create systems and processes for efficient and effective work.

### Weaknesses:

- Process over people: You may become rigid, limiting team potential.
- Lack of agility: Insistence on processes can slow down responses to new ideas.

**When you invest in your strengths, you're investing in what makes you a great leader — and there's no limit to how much your strengths can grow. If you haven't yet, take the CliftonStrengths assessment to discover your unique strengths and access more in-depth learning.**

Take a moment to think about how you plan to use your strengths in your role this week.

## The Thought-Oriented Leader

(Strategic Thinking Domain)

### Strengths:

- You see the big picture and anticipate future trends.
- You are open to new ideas and innovative approaches.

### Weaknesses:

- Ideas over actions: You might overthink without taking enough action.
- Lack of clarity: You can get lost in thoughts, causing team confusion.

## The Impact-Oriented Leader

(Influencing Domain)

### Strengths:

- You set high performance standards and push for excellence.
- You inspire and build a constituency to move your agenda forward.

### Weaknesses:

- Never good enough: Impossibly high standards can lead to burnout.
- Lack of follow-through: Frequent changes in direction can cause a loss of trust.