



# Leadership Domain Chart

## Executing

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

### Executing as a filter...

Those who are dominant in Executing Strengths see through a lens of action. They look for places they can get things done and are focused on places of application and action.

## Influencing

Those who lead by Influencing help their team 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.

### Influencing as a filter...

Those strong in Influencing Strengths see the world and those around them as people to be moved or given voice to. They want to move a group from point A to point B by influencing their thoughts and actions.

## Relationship Building

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.

### Relationship Building as a filter...

Those with dominant Relationship Building Strengths see the world in terms of connection and relationship. They tend to focus on the people, rather than the process of action and look to build their connections with others.

## Strategic Thinking

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.

### Strategic Thinking as a filter...

Those dominant in Strategic Thinking see the world through their mental process, through what goes on in their minds. They tend to think through situations and relationships and find ways to utilize information.

**How to use this document:** The following four pages have a brief description of each Strength in a sentence or two. That definition is followed by a Filter, meaning how someone would filter their interactions with the world through that particular strength. Also, each Strength has a YouTube link which comes from Gallup and their amazing program called Gallup Theme Thursdays.

Each video is 5 to 10+ minutes in length. You can right click on the links to open them or copy and paste the URL to your browser. I encourage you to work through these where you have a few moments to learn more about your Strengths—Name Them, Claim Them, and Aim Them!



### ACHIEVER

**DEFINITION:** People who are especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

**FILTER:** They tend to see the world as a to-do list. Each activity and even relationship may be organized into a list of things to cross off and complete. Their mindset tends to be centered on accomplishing the next task and they may miss out on opportunities for greater depth and exploration.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/VBtUU7SCkYk>

### ACTIVATOR

**DEFINITION:** People who are especially talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

**FILTER:** They want to get started and help others get moving. They are always looking out for new ideas, projects, or events to begin working on. They are committed to acting once something has been given the green light.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/iR02S5xwqbk>

### ADAPTABILITY

**DEFINITION:** People who are especially talented in the Adaptability theme prefer to “go with the flow.” They tend to be “now” people who take things as they come and discover the future one day at a time.

**FILTER:** They like to live in the moment and don’t like to feel too regulated or constricted. They see changes in direction as a natural process and are not thrown off or worried about them.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/lj7DdB1nXM>

### ANALYTICAL

**DEFINITION:** People who are especially talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

**FILTER:** They see the world as a combination of individual pieces that they want to explore and understand. They look for each piece of information and want to think through and dissect each situation.

**THEME THURSDAY VIDEO LINK:** [https://youtu.be/Ac2MGBMB\\_s8](https://youtu.be/Ac2MGBMB_s8)

### ARRANGER

**DEFINITION:** People who are especially talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.

**FILTER:** They see the world as a thing to be organized. They see everything around them as pieces that can be put together in an efficient way and look to put them together.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/ePKdqCajy1A>

### BELIEF

**DEFINITION:** People who are especially talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.

**FILTER:** They see the world in black and white according to the values they hold. They may think the importance or value of a situation or activity is clear and visible when others may just see the thing to be done.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/jVF44aRZAxO>

### COMMAND

**DEFINITION:** People who are especially talented in the Command theme have presence. They can take control of a situation and make decisions.

**FILTER:** They have a presence about them and naturally take charge. They are comfortable with their own viewpoint and imposing it on others. They see the world as opportunities to get people on board and are not afraid of confrontation as a part of the process.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/eOMefRWGBsU>

### COMMUNICATION

**DEFINITION:** People who are especially talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

**FILTER:** They have a way of seeing what messages need to be shared and are able to give them voice. They see the world as plain and ordinary unless they can give voice to each event, idea, or project.

**THEME THURSDAY VIDEO LINK:** [https://youtu.be/REHeHvgFT\\_4](https://youtu.be/REHeHvgFT_4)



## COMPETITION

**DEFINITION:** People who are especially talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.

**FILTER:** They view all of life as a competition. Everything can be turned into a situation they can win and they tend to see the world through a lens of comparison. They look for opportunities to perform better than those around them and achieve the highest results.

**THEME THURSDAY VIDEO LINK:** [https://youtu.be/Uu8IP0\\_oA-8](https://youtu.be/Uu8IP0_oA-8)

## CONNECTEDNESS

**DEFINITION:** People who are especially talented in the Connectedness theme have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.

**FILTER:** They see connections everywhere, hidden lines of commonality that unite the entire world. They will notice what can bring people together and where they may be similar.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/CF9tTDkb1C8>

## CONSISTENCY

**DEFINITION:** People who are especially talented in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear rules and adhering to them.

**FILTER:** They look for balance in the world and want to see others treated the same. They see the world as a group of people who need equality and equity and both notice and look to act on places of inconsistency or inequity.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/qgLkmuKEiEU>

## CONTEXT

**DEFINITION:** People who are especially talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

**FILTER:** They see the world in relation to the past, always comparing current events and decisions with what has taken place before. They tend to see the past as a vital part of their present situation.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/VsbJaWH4mKk>

## DELIBERATIVE

**DEFINITION:** People who are especially talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

**FILTER:** They see the world and each decision as a collection of steps. They look to choose each step with care and may be slower to act in order to avoid missteps.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/eR4NnnhAJIE>

## DEVELOPER

**DEFINITION:** People who are especially talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

**FILTER:** They see the small changes that people make for the better and are also on the look out for places where individuals can grow. They tend to have an eye for places of growth and improvement.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/ph7eq8qWkmM>

## DISCIPLINE

**DEFINITION:** People who are especially talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

**FILTER:** They have an internal commitment to getting things done. They structure their world around routine and want to see order in their world. They see their tasks as including deadlines, structure, and timelines.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/NZdclCNiOyw>

## EMPATHY

**DEFINITION:** People who are especially talented in the Empathy theme can sense the feelings of other people by imagining themselves in others' lives or others' situations.

**FILTER:** They see the world through emotions and have a hypersensitivity to the feelings of others. They feel the emotional connections in the room and will notice the imperceptible changes in people.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/JiZjFmYG-fM>

## FOCUS

**DEFINITION:** People who are especially talented in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.

**FILTER:** They have a unique ability to block out distractions and execute on priorities. They see the world in terms of prioritized tasks that filter out what would keep them from accomplishing their goals.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/Exp7TuRKiaY>



### FUTURISTIC

**DEFINITION:** People who are especially talented in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.

**FILTER:** They see the world in relation to the future, making decisions in the present based on what could be in the future. They are always looking to the future to make their decisions and view this filter as how they should weigh their options.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/XHiXAJeC2CE>

### HARMONY

**DEFINITION:** People who are especially talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

**FILTER:** They look for places of agreement and consensus, where they can reduce friction in the world. They look for and can solve places of conflict and seek to reduce confrontation in order to move to common ground.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/yNAdY4F8B5w>

### IDEATION

**DEFINITION:** People who are especially talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

**FILTER:** They see the world as something to be explored and want more ideas for every situation. They think creatively and look for ways to add new concepts or ideas to their current environment.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/wlPpGS9V6ac>

### INCLUDER

**DEFINITION:** People who are especially talented in the Includer theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

**FILTER:** They see the outsiders and want to bring them into the group. They are more likely to notice those who feel left out or excluded and look for ways to bring them into the fold.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/62aA4JqwJYk>

### INDIVIDUALIZATION

**DEFINITION:** People who are especially talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.

**FILTER:** They see all of the specific pieces that make up a person. They tend to look at what is specific, rather than the bigger picture.

**THEME THURSDAY VIDEO LINK:** [https://youtu.be/ay\\_OK07Mqb4](https://youtu.be/ay_OK07Mqb4)

### INPUT

**DEFINITION:** People who are especially talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.

**FILTER:** They think about the world as a thing to be collected, whether that is ideas, relationships, information, or objects. They look to collect their items from whatever goes on around them in order to use in the future, cataloging all of it in their minds.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/FQ9agSQDNwY>

### INTELLECTION

**DEFINITION:** People who are especially talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

**FILTER:** They see the world as something to be processed and always have an internal monologue going in their minds. This internal process is always at work, analyzing and considering what is happening around them.

**THEME THURSDAY VIDEO LINK:** [https://youtu.be/MLVrr5v\\_DX8](https://youtu.be/MLVrr5v_DX8)

### LEARNER

**DEFINITION:** People who are especially talented in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

**FILTER:** They look at the world as a place to understand and learn. They are constantly curious and are willing to look for new information anywhere it comes up.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/VM7kPLIAxxE>

### MAXIMIZER

**DEFINITION:** People who are especially talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

**FILTER:** They tend to see places of excellence, where things that are already good can be made great. They tend to look for the strengths of others in order to capitalize on the group's efforts.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/ot8bi5AUaP8>



## POSITIVITY

**DEFINITION:** People who are especially talented in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

**FILTER:** They see the upside in situations and are usually more optimistic than others. They see silver linings where others only see darkness and are able to share their energy with others.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/DtHirQYrtTA>

## RELATOR

**DEFINITION:** People who are especially talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

**FILTER:** They see the world in tiers of relationship, holding close relationships at the center and moving out to those they barely know. They will see where a person fits into their life and will look for ways to improve relationships with significant others in their life.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/L8qHgXZVmbI>

## RESPONSIBILITY

**DEFINITION:** People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

**FILTER:** They hold commitments seriously and are often considered trustworthy and reliable. They view the world as a collection of things that they have committed to other people, taking ownership of every task they have agreed to accomplish.

**THEME THURSDAY VIDEO LINK:** [https://youtu.be/xjK616\\_lL9g](https://youtu.be/xjK616_lL9g)

## RESTORATIVE

**DEFINITION:** People who are especially talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

**FILTER:** They see the things of the world that require correction and fixing. They naturally see the problems of the world as well as ways to fix them, directing their attention toward issues that can be addressed.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/s2nlh6FOVMg>

## SELF-ASSURANCE

**DEFINITION:** People who are especially talented in the Self-Assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

**FILTER:** They have a measure of self-confidence that allows them to take risks if it aligns with their inner trajectory. They see risks as opportunities they can accomplish and are sure of their level of ability when evaluating tasks.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/lnl5CxYyCy4>

## SIGNIFICANCE

**DEFINITION:** People who are especially talented in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized.

**FILTER:** They look for what will have the best influence on others. They can see what work will have the most impact and look for ways to highlight their own role and participation.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/SM4m0TdSDkw>

## STRATEGIC

**DEFINITION:** People who are especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

**FILTER:** They see the world as a collection of possibilities. They have gut instincts about what happens next and look to create contingency plans for every possibility. They tend to be able to see around corners, even if they can't articulate it well.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/fuYh6rMn-Ho>

## WOO

**DEFINITION:** People who are especially talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with another person.

**FILTER:** They love meeting new people and look for ways of connecting to more individuals and groups. They are drawn to gatherings and look for ways to get others to like them. They are unafraid of strangers or new situations and look for ways of finding new connection.

**THEME THURSDAY VIDEO LINK:** <https://youtu.be/MwEU58fZArk>