

## Strengths-Based, Heart-Centred Leadership



What do you care about most at work and in life?

**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

## Notes

# 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?

