

# StrengthsFinder Map Template

The following template has been provided by Chris Ruiz de Esparza at the UO Holden Center. This table can be used to map the strengths of your group and the areas where you may be lacking strengths. This may also help you understand why you approach problems and group work in different ways.

TEAM NAME DATE	EXECUTING								INFLUENCING							RELATIONSHIP BUILDING						STRATEGIC THINKING														
	Achiever	Arranger	Belief	Consistency	Deliberative	Discipline	Focus	Responsibility	Restorative	Activator	Command	Communication	Competition	Maximizer	Self-Assurance	Significance	Woo	Adaptability	Developer	Connectedness	Empathy	Harmony	Includer	Individualization	Positivity	Relator	Analytical	Context	Futuristic	Ideation	Input	Intellection	Learner	Strategic		
Participant A	4	2																						5									3			1
Participant B								4	5				1							2					3											
<b>Executing: Let's work harder!</b>								<b>Influencing: Let's motivate others!</b>							<b>Relationship: Let's work together!</b>						<b>Strategic: Let's work smarter!</b>															
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.								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.							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.						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.															

Source: UO Holden Center