Four Domains of Team Strength

While each CliftonStrengths theme has its own power and edge, four distinct theme categories have emerged from Gallup's research on high-performing teams: Executing, Influencing, Relationship Building and Strategic Thinking.

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
Those with dominant themes in the Executing domain know how to make things happen. When the team needs someone to implement a solution, these are the people who will work tirelessly to get it done. Those with a strength to execute have the ability to "catch" an idea and make it a reality.	Those with dominant themes in the Influencing domain help their team reach a much broader audience. These individuals can sell the team's ideas inside and outside the organization. When the team needs someone to take charge, speak up and make sure the group is heard, look to someone with the strength to influence.	Those with dominant themes in the Relationship Building domain can provide the essential glue to hold a team together. Without these strengths on a team, in many cases, the group is simply a composite of individuals. In contrast, team members with exceptional Relationship Building strength have the unique ability to help the group become much greater than the sum of its parts.	Those with dominant Strategic Thinking themes are the ones who keep the team 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 the team's thinking for the future.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

These domains are the framework for exploring the powerful contributions each team member makes to the team's success. They can also help the team think about how they approach working together and getting work done.