

## FOUR TALENT DOMAINS

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p>People with dominant Executing themes know how to make things happen.</p>	<p>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</p>	<p>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</p>	<p>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</p>
<p><b>Achiever - Arranger</b>  <b>Belief - Consistency</b>  <b>Deliberative - Discipline</b>  <b>Focus - Responsibility</b>  <b>Restorative</b></p>	<p><b>Activator - Command</b>  <b>Communication</b>  <b>Competition</b>  <b>Maximizer</b>  <b>Self-Assurance</b>  <b>Significance – Woo</b></p>	<p><b>Adaptability</b>  <b>Connectedness</b>  <b>Developer - Empathy</b>  <b>Harmony - Includer</b>  <b>Individualization</b>  <b>Positivity – Relator</b></p>	<p><b>Analytical - Context</b>  <b>Futuristic - Ideation</b>  <b>Input - Intellection</b>  <b>Learner - Strategic</b></p>
<p><b>Contributions:</b>  Concrete reality, Details, Goals, Processes</p> <p><b>Needs:</b> Task orientation, Practical Steps, Application, Step by Step, Need to see where we're going</p>	<p><b>Contributions:</b>  Convincing, Igniting, Enrolling, Energizing,</p> <p><b>Needs:</b> Verbal Processing, Connect to a Cause, Validation, Energy, Leadership</p>	<p><b>Contributions:</b>  Connecting, Inviting, Listening, Accepting</p> <p><b>Needs:</b> Authentic Relationship, Encouragement, Listening Back, Non-Judgmental</p>	<p><b>Contributions:</b> Creating Possibilities, Direction, Information, Ideas</p> <p><b>Needs:</b> Room to Imagine, High level Why/What, Explore Ideas for Meaning</p>