

Strengths

and Interviewing

Overview of Domains & What's Next to
Prepare for Interviews

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Understanding the Domains

Executing	Influencing	Relationship Building	Strategic Thinking
<p>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.</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>

Understanding the Domains

Executing

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.

Descriptors	Known as...	Question they answer
<ul style="list-style-type: none">• Structure• Budget• System• Processes• Timelines• Rules• Task oriented,	<ul style="list-style-type: none">• Someone who gets things done• Someone who works tirelessly to turn ideas into reality	How do you make things happen?

Understanding the Domains

Influencing

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.

Descriptors	Known as...	Question they answer
<ul style="list-style-type: none">• Energy• motivate others• persuade others to take action• Push others toward breakthrough• freedom to speak out, act and make changes	<ul style="list-style-type: none">• Passionate and inspiring to others—• Helps you take charge, speak up and ensure others are heard	How do you get others to be productive?

Understanding the Domains

Relationship Building

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.

Descriptors	Known as...	Question they answer
<ul style="list-style-type: none">• Show care and concern for others• Emotional connection• Triumph• Authenticity• Encouragement• Listening to the unvoiced• Ensuring no one is left out	<ul style="list-style-type: none">• Someone who is aware of human needs and sensitive to others• Someone who holds groups together	How do you build and nurture strong relationships?

Understanding the Domains

Strategic Thinking

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.

Descriptors	Known as...	Question they answer
<ul style="list-style-type: none">• Thinking• Facts/Data• Concepts• Ideas• Strategies• Dreams• Big picture• Imagination• Need to know the purpose/why• Engage the mind	<ul style="list-style-type: none">• A source of wisdom, counsel and ideas• Someone who helps to make better decisions and create better outcomes	How do you absorb, think about and analyze information and situations?

Your Process

Understand Yourself
(Strengths)

Share Authentic
Success

Better Interview
Answers

Land the Job!

CliftonStrengths

HEATHER KAY | 12-04-2014

Your CliftonStrengths 34 Results

You are uniquely powerful. Your distinct CliftonStrengths 34 profile sets you apart from everyone else. This is your talent DNA, shown in rank order based on your responses to the assessment.

Use this report to make the most of your strongest CliftonStrengths themes, navigate the rest and maximize your infinite potential.

- Read and reflect on your results to understand what you naturally do best.
- Learn how to apply your strongest CliftonStrengths every day.
- Share your results with others to create stronger relationships and improve teamwork.



STRENGTHEN	NAVIGATE
1. Communication	11. Learner
2. Harmony	12. Self-Assurance
3. Activator	13. Developer
4. Woo	14. Focus
5. Maximizer	15. Analytical
6. Positivity	16. Responsibility
7. Arranger	17. Significance
8. Includer	18. Consistency
9. Relator	19. Belief
10. Discipline	20. Command
	21. Input
	22. Funsteric
	23. Adaptability
	24. Achiever
	25. Intellection
	26. Connect
	27. Strategic
	28. Connectedness
	29. Empathy
	30. Competitor
	31. Ideation
	32. Deliberative
	33. Restorative
	34. Individualization

You lead with **Influencing** CliftonStrengths themes.

EXECUTING themes help you make things happen.

INFLUENCING themes help you take charge, speak up and make sure others see you lead.

RELATIONSHIP-BUILDING themes help you build strong relationships that hold a team together.

STRATEGIC THINKING themes help you identify and analyze information that informs better decisions.

READ "IDENTIFY YOUR UNIQUE CONTRIBUTION: THE CLIFTONSTRENGTHS DOMAINS" SECTION TO LEARN MORE.

Consider
1-2
success
stories

Craft
responses
weaving in
your Top
Theme(s)



Try out a few interview questions:
What's been your greatest accomplishment?

Contact Me

Contact me for any help that I can provide

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