

Positive Leadership Toolkit

An overview of Chapter 4: Strengths-Based Leadership

Pillar 4 – Strengths-Based Leadership

Strengths-based leadership represents a shift in leadership models from a deficit-based view to a strengths-based approach that has roots in positive psychology. In this model, the leader's role is to focus on what is **right** with people, maximizing the collective strengths of their team by knowing and leveraging their own strengths as well as those of their individual team members.

“The why”: Evidence of the importance of strengths-based leadership

Benefits of adopting a strengths-based approach include:

- Increased personal effectiveness
- Higher levels of employee engagement
- Low turnover intentions
- Increased productivity and performance

“The how”: Practical strategies to enhance strengths-based leadership

- **Identify strengths**, assessing and increasing awareness of your own and others' strengths to leverage them
- Engage in **open dialogue about strengths and job fit**
- **Align tasks and roles to individual strengths**, creating complementary project teams
- **Provide strengths-focused feedback and coaching**, linking employees' strengths to their achievements, especially in performance conversations
- Foster **strengths expansion** and evolution
- **Emphasize strengths to foster resilience** at an individual level and to coach team members to foster strength-building within your team

To learn more about the benefits of strengths-based leadership and practical strategies to apply it, read **Chapter 4: Strengths-Based Leadership**, written by Dr. Craig Dowden, in full in [APEX's Positive Leadership Toolkit](#).