

COMMAND

Don't follow the crowd, let the crowd follow you.
- Margaret Thatcher

Who are we?

People with strong command talents naturally take charge. They see what needs to be done, and they are willing to speak up. They are not frightened by confrontation; rather, they understand that confrontation is the first step toward resolution. They need things to be clear among people and will challenge others to be realistic and honest. Their talent pushes them to take risks. At times, those with strong command talents may intimidate others. And while some may resent this talent, others often willingly hand them the reins. People are drawn toward those who take a stand and are willing to lead.
—Gallup CliftonStrengths

I am...

I am *direct and decisive.*
I will *push back when pushed.*
I love *exerting control in out-of-control situations.*
I dislike *passivity and avoidance.*
I bring *emotional clarity.*
I need *challenges and conflict.*

Power, Joy, Beauty & Hope

My Power is seen in a presence that can silence a room or cause it to erupt with energy.

My Joy is in seeing others speak and act where they had previously been afraid.

My Beauty is my presence which can give confidence in emergency and urgent situations.

My Hope is that confrontation can bring conflicts to a close and heal wounds.

Reflection Questions

1. In what ways do you inspire and motivate others to act and achieve their full potential?
2. Why are you qualified to lead others?
3. How do you manage your emotions and maintain composure in high pressure situations?

Action Verbs

Aimed	Convinced	Ordered
Challenged	Delegated	Persuaded
Charged	Demanded	Piloted
Clarified	Dictated	Risked
Conducted	Directed	Spearheaded
Confronted	Imposed	Steered
Controlled	Influenced	Ushered

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In Your Career

Job Search

Your command talents help you take charge of the job search and assume accountability for your actions.

Search for careers that provide leadership positions and a chance to use your diplomatic skills. Avoid careers where you are expected to only be a follower.

Tips: Form a team of people who appreciate your leadership as you all search for jobs. Be open to suggestions and advice for your job search; others' ideas may help along the way.

Interview

Highlight your strong management skills and how they can help unify a team and overcome obstacles.

In job interviews, you naturally have straight forward answers, and you are not afraid of addressing your thoughts, which lets interviewers know that you will be a confident, effective employee.

Example questions:

- Describe a time when you handled a disagreement, either between yourself and others or between two separate parties.
- When did you evaluate the needs around you to organize the efforts of those around you into a successful team?

Tips: Be sure to use your ability to use powerful and inspirational words in your interviews.

New Position

Your command talents may be received as a bull in a china shop. Harness your need to lead in the beginning. Find a mentor with a similar personality who can offer advice when you can let your strength shine.

Remember that you are new to this team and your turn to lead will come soon enough. In the meantime, learn as much as you can about the organizational culture and mission of your company/organization.