

THE STRENGTHS-BASED LEADERSHIP PLAYBOOK

Reinventing Leadership Authentically
in a Fast-Changing World

**WILD
&
WISE**

1

Why Strengths-Based Leadership Matters Now

In times of change, leaders often look outward for strategies, tools, or quick fixes. While that may give a leader ideas and ways to explore, it all starts with the leader.

We all know this: “True leadership resilience comes from within”.

Strengths-based leadership emphasises leading with what you naturally do best. By leaning into your unique strengths, you create trust, clarity, and energy for yourself and for the people you lead.



2

The CliftonStrengths® Lens on Leadership

CliftonStrengths® identifies 34 themes of talent, grouped into four domains: Executing, Influencing, Relationship Building, and Strategic Thinking.

Every leader brings a unique blend of these themes. There is no one 'right' profile of a leader and the key is to understand your natural patterns of thinking, feeling, and behaving, and to apply them intentionally in your leadership.

Executing
(Making things happen,
Accountability, Focus)

Influencing
(Getting heard,
Mobilising others)

Relationship Building
(Creating trust,
Collaborating, Belonging)

Strategic Thinking
(Seeing what could be,
Vision, Clarity)

3

Authentic Leadership Through Strengths

Authenticity is not about being perfect, but it is about being consistent with who you are at your core. When leaders double down on their strengths, they inspire trust and create clarity.

Strengths
(What I do best)

Authentic Leadership
=
Alignment of Strengths,
Value & Impact

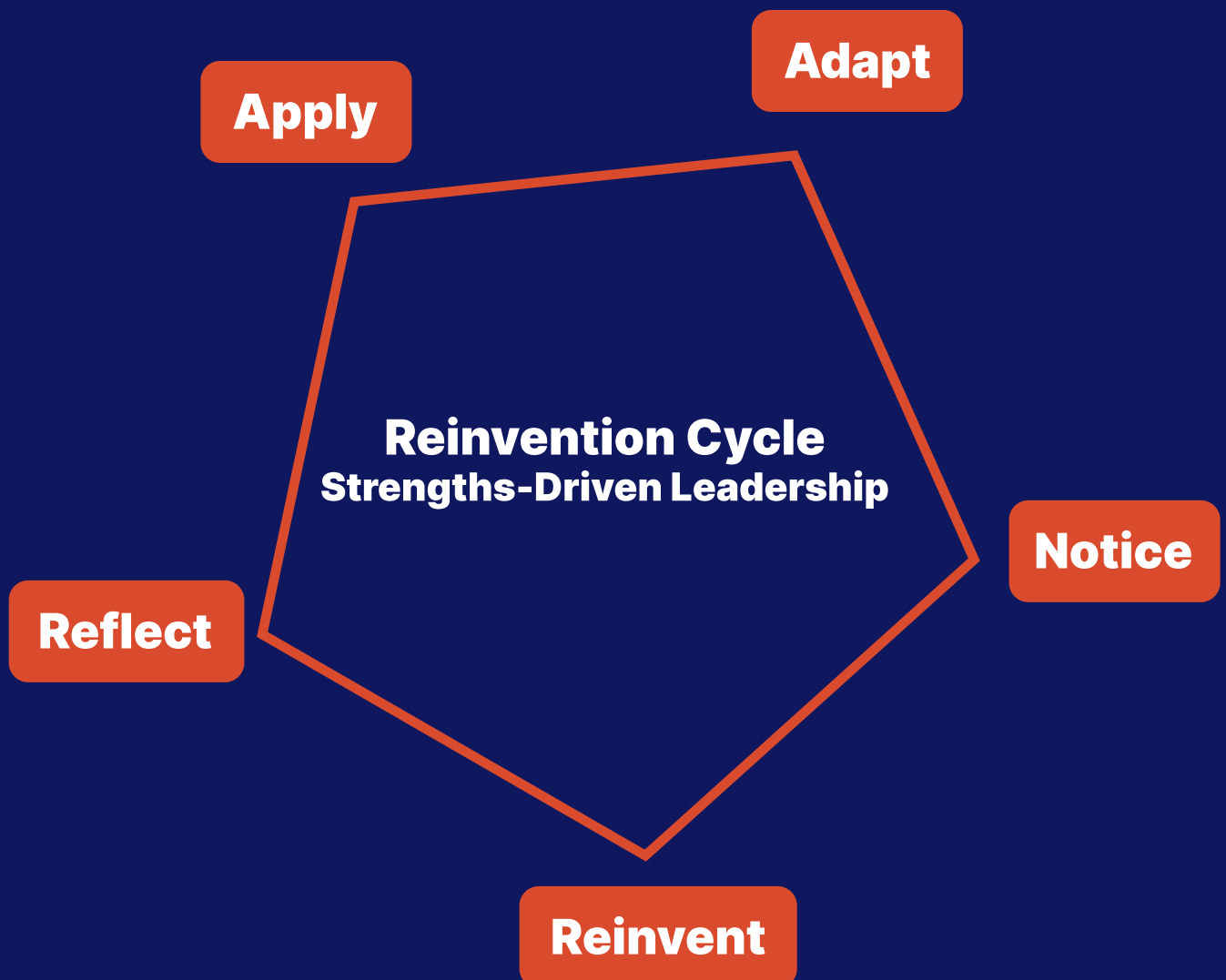
Values
(What matters to me)

Impact
(The outcomes I create)

4

Reinventing Leadership in a Fast-Changing World

The leaders of tomorrow will not succeed by just being well-rounded generalists or even specialists. They will succeed by knowing themselves deeply, leveraging their strengths deliberately, and surrounding themselves with complementary talent.



5

Practical Steps for Leaders

1. Discover your strengths: Take the CliftonStrengths® assessment (Top 5 to start). If you do not wish to take the CliftonStrengths® assessment reflect on your natural patterns - identify three that resonate best with you.

Alternatively, you can take our exploratory [FREE QUIZ](#).

2. Appreciate your top strengths, reflect and explore how they have helped you succeed in past leadership moments.

3. Activate your strengths by sharing them with your team and make them part of your leadership narrative.

 We highly recommend our team workshop so everyone has an understanding of each team member's strengths. Great for team development, new teams or team who want to perform better together

4. Apply your strengths at today's challenges or goals and ask yourself, 'Which of my strengths can I leverage here?'

5. Partner with others whose strengths complement yours to fill gaps and expand capacity.

5-Step Strengths Pathway

Discover



Appreciate



Activate



Apply



Partner

6

Common Leadership Pitfalls to Avoid

- Trying to mimic other leaders instead of leading with authenticity.
- Treating strengths as labels instead of actionable leadership tools.
- Ignoring blind spots and failing to partner with others to balance weaknesses.
- Focusing only on awareness without translating strengths into performance outcomes.

Four Leadership Traps to Avoid

Mimicking Others
(not authentic)

Strengths as Labels
(not actionable)

Ignoring Blind Spots
(not partnership)

Stuck in Awareness
(no performance)

7

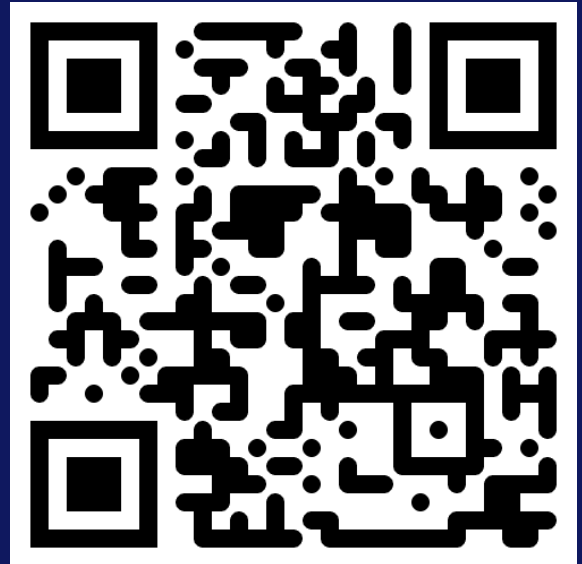
Your Next Step: Lead Authentically with Wild & Wise

At Wild & Wise, we work with leaders and teams across APAC to unlock authentic leadership through strengths. From team workshops to executive coaching, we help organisations reinvent leadership for the future.

Book a Discovery Call



More about Wild & Wise





About Wild & Wise

Wild & Wise partners with forward-thinking leaders and teams across APAC to build strengths-based, high-performing organisations. With deep expertise in CliftonStrengths®, leadership coaching, and business strategy facilitation, we help leaders navigate complexity, reinvent their leadership, and lead with authenticity in a fast-changing world.

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