

Leveraging Your Relator

Brian is a fearless dynamo with signature themes of Achiever, Learner, Command, Relator and Competition. Strengths in these areas have helped him be successful, but have also caused him difficulty in relationships. He is an administrative pastor who first approached me because he was interested in bringing StrengthsFinder to his fellow staff members. We set up a coaching plan for staff members, and Brian also signed on for coaching sessions. Always equipped with a list of tasks, Brian was determined to win by accomplishing his goals. His Competition strength functioned like pouring jet fuel onto a flaming fire. Once Brian had an interest in something new, he worked on it tirelessly from the time he started researching until the time he implemented his plan. Everyone benefitted greatly from Brian's ability to find new ways to accomplish all sorts of things, but once he decided to move forward, it could be difficult to keep up with him.

It didn't take long to realize that his Achiever, fueled by his strengths in Command and Competition, made relationships tricky. Brian's ability to relate to others is a challenge because, while Brian cares about people, he doesn't always realize how he affects them. His Relator strength is a great bridge, and during our coaching sessions, Brian learned ways to use this strength to connect with others. He learned how to connect with people and stay grounded in the present conversation when speaking with them, further enabling him to interact rather than give commands. Brian is such a fast learner that he was able to teach himself to stay in the present, focus on the language he uses (not commands), and connect to the conversation using his Relator strength. It didn't take long for Brian's relationships to become much more engaging and fulfilling. Brian is still careful to monitor his language and he knows that he will have better relationships if he says, "Could you please clean the floor when you finish painting?" rather than saying, "Go clean the floor."

Kristy McAdams

Gallup Faith Practice Strengths Performance Coach
Command / Activator / Input / Relator / Futuristic