

# Same Seat, Different Strengths: How the EOS® Visionary Role Brings This to Life



**HEATHER KAY**  
FOUNDER OF READY, AIM →IMPACT

What happens when two people share the same role—but approach it in completely different ways? One thrives on structure, the other through ideas. On paper, they're both doing the same job. In practice, it can feel like they're pulling in opposite directions.

This kind of dynamic happens all the time, whether you're in a leadership role or part of a team. And if you're using a system like EOS® (Entrepreneurial Operating System®), you might see it most clearly when two people both have the same role. They share the same activities, but their day-to-day behavior looks—and feels—very different.

While EOS® helps define **what** a role is responsible for, CliftonStrengths reveals **how** each person is wired to approach it. It gives language to the invisible forces that drive style, communication preferences, and decision-making patterns.

Let's take two Visionaries as an example. EOS® defines a Visionary as someone who creates the long-term vision, generates new ideas and is typically highly creative and future-focused.

Picture Amir who leads with CliftonStrengths themes of **Futuristic and Ideation**—he's constantly scanning the horizon, energized by what's possible, and overflowing with fresh ideas. He is driven by innovation and tends to speak in concepts, not checklists.

Sandra leads with **Discipline and Arranger**. She also wants progress, but she craves order, consistency, and a clear path from A to B. She instinctively creates structure out of chaos and enjoys managing multiple moving parts to bring ideas to life.

**Two Visionaries may share a seat, but their Themes reveal why they approach decisions, meetings, or the future so differently.**

On the surface, these two people may frustrate each other. One sees the other as rigid; the other sees them as scattered. But when each person understands the other's Strengths, something powerful happens: tension turns into teamwork.

Futuristic/Ideation brings **possibility**. Discipline/Arranger brings **process**. One imagines the **future**; the other helps **build** the engine to reach it. Both are Visionaries—but they work very differently. And that difference can become a strategic advantage when it's named and leveraged.

If your team is experiencing role tension, clashing leadership styles, or just wants to perform at a higher level without reinventing the org chart, CliftonStrengths can help. Let's uncover the Strengths you already have—and learn how to use them more effectively.

The goal isn't to change how you are wired. It's to build awareness and a shared language so that your combined strengths move the company forward—faster and with less conflict

**Same seat. Different strengths. Better outcomes.**

