

[illegible]

		EXECUTING													INFLUENCING					RELATIONSHIP BUILDING							STRATEGIC THINKING									
		Achiever	Arranger	Belief	Consistency	Deliberative	Discipline	Focus	Responsibility	Restorative	Activator	Command	Communication	Competition	Maximizer	Self-Assurance	Significance	Woo	Adaptability	Connectedness	Developer	Empathy	Harmony	Includer	Individualization	Positivity	Relator	Analytical	Context	Futuristic	Ideation	Input	Intuition	Learner	Strategic	
Jenni	Allen	4																		3						1			5						2	
Hilary	Aten	1						4											3	3														2		
Mike	Baden	4		2																	1	3					5								2	
Brandon	Bourgette	1			2																		4			3	5									
nicole	boyes			2				5															1				4	3								
Allisa	Carlson																				2	1					3						4		5	
Brian	Cochrane			4		1																						2	3						5	
Jennifer	Coe																				2	1			4	3								5		
Jon	Culp			3																1	2								4				5		1	2
Paul	D'Agnolo	4															5																	4	2	
Paige	DeChambeau														3				1				5										4			
Kate	Delavan					2						3														4	1								5	
Bill	Eller	1						5													4												3	2		
Jean	Fike																					5				3					1		4		2	
Victoria	Fischella				4															5	3	1	2													
Toyo	Garber												5								3	2					1						4			
Josh	Giuntoli			5															3	2	4						1									
Lori	Gonzalez																			2	3	1	4	5												
Sarah	Groth						4		3												5					2				1						
Karla	Heinitz	4			5				2																			3							1	
Karen	Hills	4							3																			2					5			1
Christina	Hurley					4	5		2																											
Kate Ubermutl	Kate Ubermuth											5														3						1	4	2		
Levi	Keesecker	5																		1												2	3	4		
Dani	Madrone				4				2								5					3	2		5	3										1
Amy	Martin																		4		3													1		
Alicia	McClendon																			3		4	1				2						5			
Margaret	McKeown			4																														3	2	5
Mike	Poteet	1							4																		3	5	2							
Jodi	Prout																			4							5		3							
B'Elanna	Rhodehamel			1																												2				3
Thomas	Schienbein	4	3							1																				5						2
Alec	Sorensen																										2		3				4	5	1	
Tami	Stubbs				5			3	1														2					4								
James	Thompson																												5			1		4	2	3
Sarah	Wilcox																	3			1	5		4		2										
Jessica	Wilson	3																														4		1	5	2
Ashley	Wood				4													1				3					5									
Courtney	Woods	4			3				5														2													

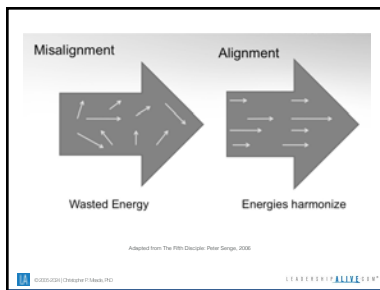
## Signature Themes Export

First Name	Last Name	Email Address	Date	Theme 1	Theme 2	Theme 3	Theme 4	Theme 5
Jenni	Allen	jallen@scc.wa.gov	12-01-2025	Positivity	Learner	Developer	Achiever	Context
Hilary	Aten	haten@scc.wa.gov	12-04-2025	Achiever	Learner	Connectedness	Responsibility	Adaptability
Mike	Baden	mbaden@scc.wa.gov	12-02-2025	Developer	Belief	Empathy	Achiever	Relator
Brandon	Bourgette	bbourgette@scc.wa.gov	12-02-2025	Achiever	Consistency	Positivity	Harmony	Relator
nicole	boyes	nboyes@scc.wa.gov	12-05-2025	Harmony	Consistency	Analytical	Relator	Responsibility
Allisa	Carlson	acarlson@scc.wa.gov	12-05-2025	Empathy	Developer	Relator	Intellection	Strategic
Brian	Cochrane	bcochrane@scc.wa.gov	12-08-2025	Deliberative	Analytical	Context	Belief	Learner
Jennifer	Coe	jcoe@scc.wa.gov	12-02-2025	Empathy	Developer	Positivity	Individualization	Learner
Jon	Culp	jculp@scc.wa.gov	12-05-2025	Connectedness	Developer	Belief	Context	Intellection
Paul	D'Agnolo	pdagnolo@scc.wa.gov	12-05-2025	Learner	Strategic	Individualization	Achiever	Self-Assurance
Paige	DeChambeau	pdechambeau@scc.wa.gov	12-01-2025	Adaptability	Learner	Maximizer	Intellection	Harmony
Kate	Delavan	kdelavan@scc.wa.gov	12-04-2025	Relator	Deliberative	Command	Individualization	Strategic
Bill	Eller	beller@scc.wa.gov	12-02-2025	Achiever	Learner	Intellection	Developer	Responsibility
Jean	Fike	jfike@scc.wa.gov	12-09-2025	Ideation	Strategic	Individualization	Intellection	Empathy
Victoria	Fischella	vfischella@scc.wa.gov	12-04-2025	Empathy	Harmony	Developer	Consistency	Connectedness
Toyo	Garber	tgarber@scc.wa.gov	12-01-2025	Relator	Empathy	Developer	Intellection	Communication
Josh	Giuntoli	jgiuntoli@scc.wa.gov	12-05-2025	Relator	Connectedness	Adaptability	Developer	Belief
Lori	Gonzalez	lgonzalez@scc.wa.gov	12-06-2025	Empathy	Connectedness	Developer	Harmony	Includer
Sarah	Groth	sgroth@scc.wa.gov	12-04-2025	Futuristic	Individualization	Responsibility	Discipline	Developer
Karla	Heinitz	kheinitz@scc.wa.gov	12-03-2025	Learner	Responsibility	Analytical	Achiever	Consistency
Karen	Hills	khills@scc.wa.gov	12-03-2025	Learner	Relator	Responsibility	Achiever	Ideation
Christina	Hurley	churley@SCC.wa.gov	12-09-2025	Developer	Responsibility	Empathy	Deliberative	Discipline
Kate Ubermuth	Kate Ubermuth	kubermuth@scc.wa.gov	12-03-2025	Input	Learner	Positivity	Intellection	Command
Levi	Keesecker	lkeesecker@scc.wa.gov	12-09-2025	Connectedness	Ideation	Input	Intellection	Achiever
Dani	Madrone	dmadrone@scc.wa.gov	12-09-2025	Strategic	Responsibility	Individualization	Consistency	Woo
Amy	Martin	amartin@scc.wa.gov	12-03-2025	Learner	Empathy	Developer	Adaptability	Includer
Alicia	McClendon	amcclendon@scc.wa.gov	12-09-2025	Harmony	Relator	Connectedness	Empathy	Intellection
Margaret	McKeown	mmckeown@scc.wa.gov	12-08-2025	Developer	Learner	Intellection	Belief	Strategic
Mike	Poteet	mpoteet@scc.wa.gov	12-02-2025	Achiever	Context	Relator	Responsibility	Analytical
Jodi	Prout	jprout@scc.wa.gov	12-05-2025	Developer	Empathy	Context	Adaptability	Relator
B'Elanna	Rhodehamel	brhodehamel@scc.wa.gov	12-02-2025	Arranger	Ideation	Strategic	Command	Restorative
Thomas	Schienbein	tschienbein@scc.wa.gov	12-03-2025	Restorative	Strategic	Arranger	Achiever	Context
Alec	Sorensen	asorensen@scc.wa.gov	12-02-2025	Learner	Relator	Context	Input	Intellection
Tami	Stubbs	tstubbs@scc.wa.gov	12-05-2025	Responsibility	Harmony	Focus	Analytical	Consistency
James	Thompson	jthompson@scc.wa.gov	12-09-2025	Ideation	Learner	Strategic	Intellection	Context
Sarah	Wilcox	swilcox@scc.wa.gov	12-04-2025	Developer	Positivity	Woo	Includer	Empathy
Jessica	Wilson	jwilson@scc.wa.gov	12-03-2025	Intellection	Strategic	Achiever	Ideation	Learner
Ashley	Wood	awood@scc.wa.gov	12-03-2025	Woo	Developer	Empathy	Consistency	Positivity
Courtney	Woods	cwoods@scc.wa.gov	12-10-2025	Relator	Harmony	Consistency	Achiever	Responsibility

LEADERSHIP **ALIVE**.COM®  
Christopher P. Moade, Ph.D.

**Start With Talent:  
Finish With Strength**  
Maximizing Human Potential

1



2

**THE BIG IDEA**

**Successful People and Teams:**

- **Know**, appreciate, and build on their talents and strengths and the talents and strengths of their team
- **Use** their talents and strengths in their roles
- **Capitalize** on their uniqueness
- **Invent** ways to apply their greatest strengths

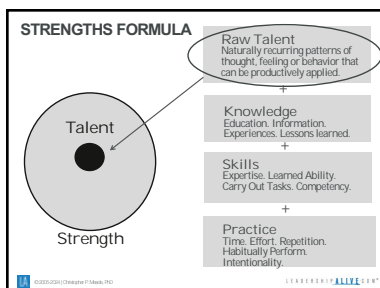
3

**TALENTS & STRENGTHS**

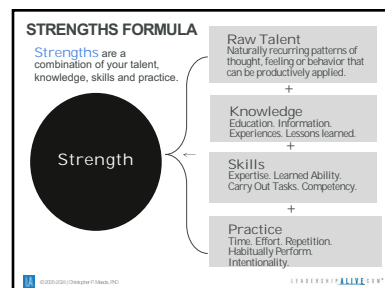
A **Talent** is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.

A **Strength** is the ability to consistently produce a positive outcome through near-perfect performance in a specific task.

4



5



6

**TALENT FORMULA**

**Strengths** are the result of talents that have been refined and maximized.

**Talent x Investment = Strength**  
(predisposition) (effort) (result)

7

**WE CAN DO AND ACHIEVE MORE BY USING OUR TALENTS AND STRENGTHS.**

- Know your talents.
- Value your talents and assume responsibility for using them.
- Relive your successes to help you develop strengths.
- Share your strengths with others.
- Be intentional on turning talent into strength. Manage over-used strengths.
- Create a team culture that appreciates and leverages strengths in each other.

8

**FOUR DOMAINS OF TEAM STRENGTH**

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p>People with dominant Executing themes know how to make things happen. When the team needs someone to implement a solution, these are the people who will work tirelessly to get it done. They can "catch" an idea and make it a reality.</p> <p><b>Achiever</b> <b>Arranger</b> <b>Belief</b> <b>Consistency</b> <b>Deliberative</b> <b>Discipline</b> <b>Focus</b> <b>Responsibility</b> <b>Restorative</b></p>	<p>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard. They help their team reach a much broader audience. These individuals can sell the team's ideas inside and outside the organization.</p> <p><b>Activator</b> <b>Command</b> <b>Communication</b> <b>Competition</b> <b>Maximizer</b> <b>Self-Assurance</b> <b>Significance</b> <b>Woo</b></p>	<p>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts. Without these strengths on a team the group can become a composite of individuals.</p> <p><b>Adaptability</b> <b>Connectedness</b> <b>Developer</b> <b>Empathy</b> <b>Harmony</b> <b>Inclusion</b> <b>Individualization</b> <b>Positivity</b> <b>Reliator</b></p>	<p>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions. People with this strength continually stretch the team's thinking for the future.</p> <p><b>Analytical</b> <b>Context</b> <b>Future</b> <b>Ideation</b> <b>Input</b> <b>Intuition</b> <b>Learn</b> <b>Strategic</b></p>

9

## 15 StrengthsFinder ChatGPT Coaching Prompts

These prompts are written EXACTLY as your participants should type them into ChatGPT to receive high-quality, individualized coaching.

---

### 1. Personal Strengths Deep-Dive

“Act as a Gallup-certified Strengths Coach. Here are my Top 5 CliftonStrengths: \_\_\_\_\_. Give me a personalized explanation of how these influence my work style, communication style, and decision-making. Include both ‘balcony’ (best expression) and ‘basement’ (overuse) examples.”

---

### 2. Improve a Working Relationship

“Here are my Top 5 strengths: \_\_\_\_\_. Here are my colleague’s Top 5 strengths: \_\_\_\_\_. Based on these two profiles, coach me on how to collaborate more effectively, reduce tension, and build trust in our working relationship.”

---

### 3. Giving One-on-One Feedback Using Strengths

“Help me deliver feedback to a colleague whose strengths are \_\_\_\_\_. Provide: (1) what language will resonate most with them, (2) what to avoid saying, (3) a strengths-based feedback script, and (4) how to ensure they feel valued.”

---

### 4. Conflict Resolution Through Strengths

“We are experiencing conflict in my team. My strengths are \_\_\_\_\_. Their strengths are \_\_\_\_\_. Based on our profiles, coach me on how to de-escalate the situation, what each of us may be protecting, and how to create a strengths-based path forward.”

---

### 5. Pitching an Idea Based on Audience Strengths

“Help me pitch an idea to colleagues who have the following strengths: \_\_\_\_\_. Rewrite my idea so that it appeals to what these strengths care about, and suggest which parts of my strengths can make the pitch more compelling.”

---

### 6. Running a Strengths-Based Meeting

“Create an agenda for a highly productive meeting using my strengths \_\_\_\_\_. Also show me how to leverage the strengths of attendees: \_\_\_\_\_ to increase engagement and clarity.”

---

### 7. Coaching Yourself Through Overusing a Strength

“One of my strengths, \_\_\_\_\_, can become a barrier when overused. Coach me on how to recognize early warning signs, how others may experience me, and practical steps to rebalance this strength.”

---

### 8. Strengths-Based Decision Making

“Here are my strengths: \_\_\_\_\_. Show me how to make decisions by using the natural power of these strengths. Then show me blind spots I should watch for.”

---

### 9. Managing My Energy and Motivation

“Using my strengths \_\_\_\_\_, create a personalized daily rhythm for maximizing energy, focus, and motivation. Include what drains me and what restores me based on my talent themes.”

---

### 10. Developing a Strength I Rarely Use

“One of my Top 5 strengths is underdeveloped: \_\_\_\_\_. Coach me on how to begin turning this talent into a true strength with practical habits, stretch assignments, and reflection activities.”

---

**11. Leading Others Through Strengths**

“I manage a team with these strengths: \_\_\_\_\_. Create a strengths-based leadership strategy for me: how I should communicate, motivate, delegate, and support each person.”

---

**12. Becoming More Adaptable with Strengths**

“Coach me on how to use my strengths \_\_\_\_\_ to become more resilient and adaptable during change. Provide behaviors to practice and scripts for communicating during uncertainty.”

---

**13. StrengthsFinder Reading Practice**

“Give me a short scenario describing someone’s behavior. Then ask me to guess which themes I might be observing. After I guess, explain what themes fit and why, so I can improve my StrengthsFinder ‘reading’ skills.”

---

**14. Cross-Functional Collaboration**

“Using my strengths \_\_\_\_\_, how can I work more effectively with stakeholders who think differently than I do? Provide strategies for communicating, negotiating, and influencing across departments.”

---

**15. Preparing for a High-Stakes Conversation**

“I have an important conversation coming up about \_\_\_\_\_. My strengths are \_\_\_\_\_. Help me prepare a strengths-aligned communication plan, including what tone, pacing, examples, and framing will be most effective.”

---