



Dana Weaver, LeadingAge Kansas COO

"Before Kristen's facilitation of strengths our team had difficulty understanding other's motivations and actions leading to frustration. For example, one of our team members always wanted us to improve on our performance before celebrating what we did well. Some staff felt like they could never please her. We tried some personality quizzes, but finding out someone had a "sunny or yellow personality" didn't really help us understand the why behind an individual's actions. Through Kristen's Strengths development, we began to understand our staff better. Our misunderstood colleague had the strength of "Maximizer." She naturally wanted to maximize everything we did to continue to reach new heights. This fundamentally changed our understanding of her and actually caused several staff members to keep that in mind when building conferences, workshops and programs for our clients. It was a great breakthrough and she now has the nickname "Maximizer!"



Matt Pivarnik IOM, CCE, President & CEO, Greater Topeka Partnership

"Kristen's work with the Greater Topeka Chamber of Commerce, GO Topeka, FORGE, EMBD and Heartland Visioning was instrumental in an organizational transformation in engagement and morale. Her training was meticulous and meaningful and allowed us to identify and leverage the strengths of our team. Kristen has a keen insight and understanding of organizational development and her work with strength-finder strategies and employee engagement moved our team to a new level of understanding that was supported by action. We will continue to engage Kristen in these areas and suggest she can help your organization in strategic ways."



Kim Gronniger, Senior Marketing Manager, Security Benefit

"Discovering my strengths has allowed me to be more intentional in evaluating opportunities and collaborating with others. I know where to focus my energy and when to enlist the expertise of another colleague to create better outcomes. Kristen's knowledge and upbeat facilitation style in conjunction with interactive exercises made for a lively session. We all learned insights about one another so we could function more effectively as a team. It was liberating to learn that polishing our positive attributes makes better business sense than concentrating on overcoming our weaknesses."



Matt Deutsch, CPA, Director Berberich Trahan & Co., P.A.

"Kristen led my Leadership Greater Topeka class through strengths development and I realized that I better understood a number of people I had just met more than people I had been working with for more than a decade. I gained deep understanding about myself and others in such a short time. It was quite an eye-opener. I sensed that in my workplace we didn't fully factor our people's strengths into any decisions we made which would lead to suboptimal results.

Strengths development helped me personally understand the lens through which I see the world through and validated my approach which was often different from my teammates. For me as a CPA, having Futuristic as a strength doesn't necessarily fit in with the "stereotypical" CPA, but going through Kristen's training helped me realize that I need to especially use that strength because it is unique and bringing unique and diverse perspectives to solving issues is absolutely critical. I also appreciated her being willing to share her personal experiences and stories - it helped our group understand the impact the assessment can have.

Our conversations have changed now that we have incorporated strengths into our culture. Our expectations for individuals are more in line with people's natural strengths. We are working towards optimizing everything we do by using people's natural strengths."



Ashley M. Charest, IOM, CAE, President, Junior Achievement of Kansas

"Instead of looking at your strengths and matching you with what others had (in a competitive environment) the strengths development workshop allows individuals to see themselves as they are, accept that, and then take the strengths of those around them to use as a filler for strengths they themselves do not have. It also allows you to see an individual and understand why they act a certain way, how to better approach them, and also allows you to use your "strengths" as a backbone for why you might do things a certain way."



Debra Harmon Zehr, President/CEO, LeadingAge Kansas

"Kristen facilitated an excellent strengths-based training with our team, using the Gallup Clifton Strengths instrument. This was a valuable and fun exercise that shed light on both obvious and unrecognized strengths that we could leverage "to improve our serve" to our members and each other."



Curtis Sneden, COO, Greater Topeka Partnership

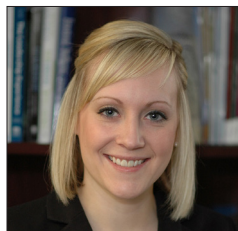
"Kristen led our office through its first ever Strengths Finder process. Her in-depth understanding of the Strengths was matched only by her passion for the material. She really is a master of the subject and that inspired us to engage with the process and learn more about how all our individual strengths can be leveraged to raise our entire team's performance. Kristen is a true and worthy ambassador of development training."



Gina Terry, CEO, Mt Hope Nursing Center

Before Kristen's training, I thought I knew my strengths. At first, I was confused by the terms and their specific meanings, (i.e. Context.) I felt a sense of disappointment - that maybe I don't have the strengths to be CEO of our organization. After talking with Kristen, it was much easier to understand my particular strengths and see how that affects those I deal with - both as an individual and how they would look in the workplace setting. You wouldn't believe how nice work was the day after our encounter. I realized I had been trying to do things that were counter productive for me.

Acknowledging my strengths gave me a kind of freedom and peace. Life is stressful enough at times - without trying to be something you're not. Now I'm just being who I am and playing the strengths I do have.



Lauren Edelman, Associate Director/Lecturer of Leadership, Leadership Institute, Washburn University

"We invited Kristen to share about Strengths with our first cohort of participants in the High School Leadership Academy program offered through the Leadership Institute at Washburn University. We had 19 high school juniors take the Strengths Finder assessment, and then we sent the results to Kristen to organize and review prior to her presentation. A day later, Kristen presented to our students on the value of strengths and helped them interpret their results. Several of our students

commented that this was an extremely useful activity, and they learned a lot about themselves they didn't know before. Kristen was thoughtful and engaging in her presentation, easily facilitating discussion among high school students and encouraging meaningful discussion. We were very pleased with our engagement with her, as were our students."