

# Coffee & Conversations

**Empower to Change:**  
Breaking Patterns and Building  
New Habits

**ywca**  
Northeast Indiana



# Our Team



Amy Neal

Input  
Strategic  
Ideation  
Connectedness  
Command



Sarah Payne

Woo  
Maximizer  
Positivity  
Communication  
Futuristic



GALLUP® CERTIFIED  
Strengths Coach





# ASPEN ROOT COLLECTIVE

Grounded Growth, Rooted in Authenticity.



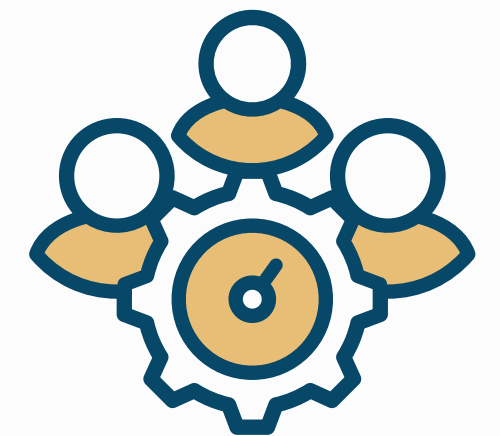
**actionable  
practices**



**research-  
based  
resources**



**strengths-  
based  
approach**



**intentional  
connections**



**“History doesn’t repeat  
itself, but it often rhymes.”**

MARK TWAIN

ASPEN ROOT  
COLLECTIVE





# Are we all really just creatures of habit?

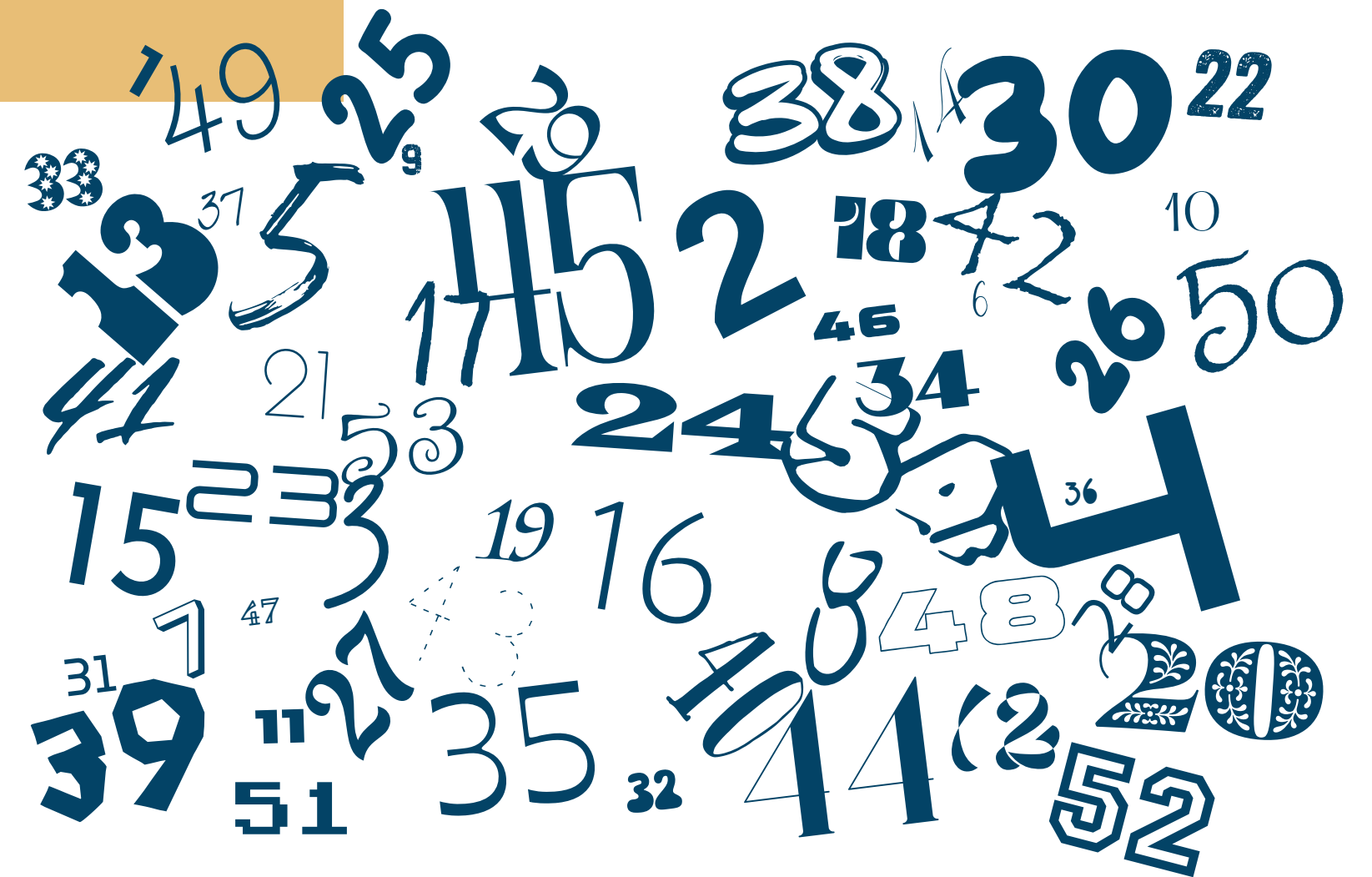


# Speed Challenge

Find and Circle the numbers in chronological order from 1-54

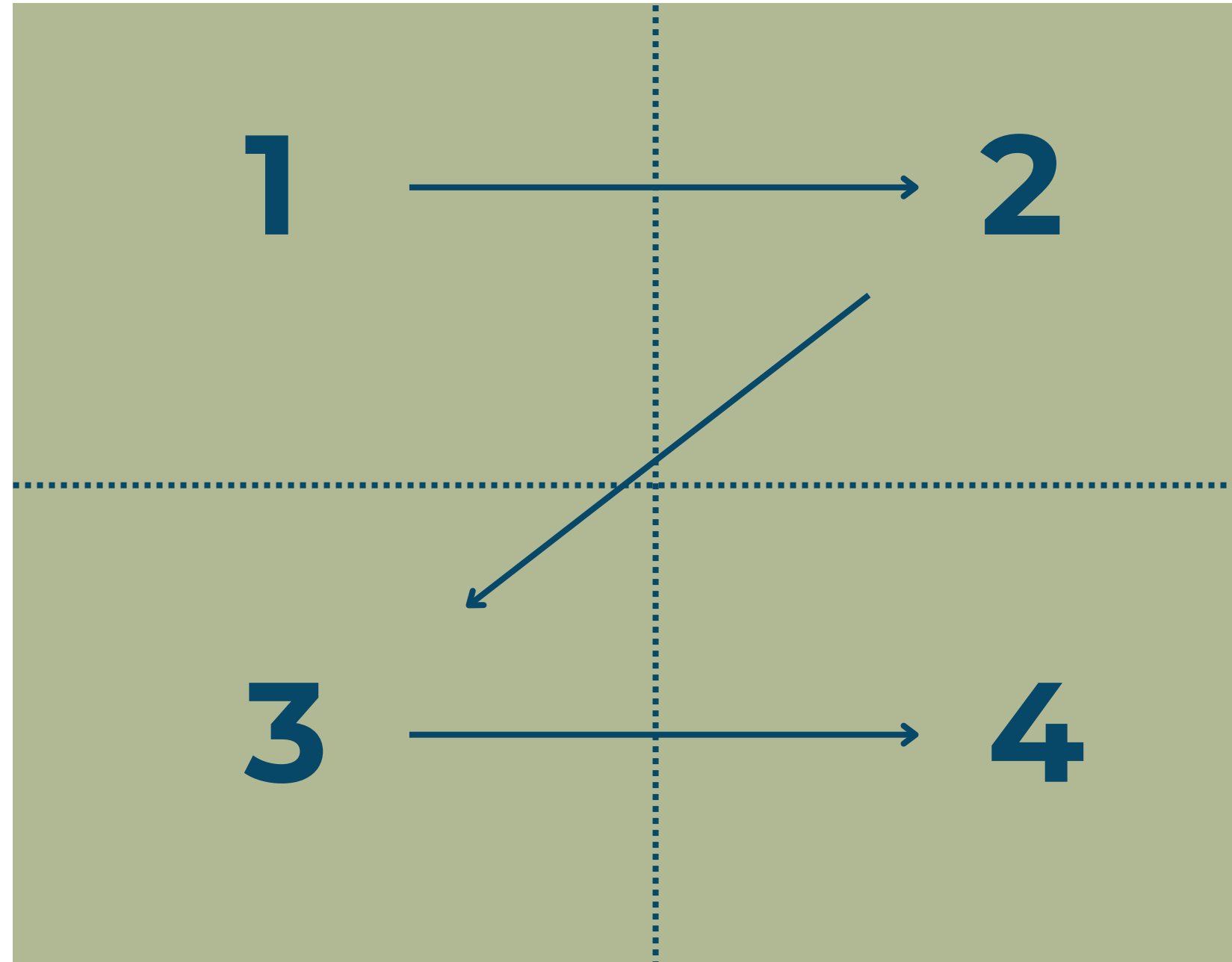
You'll have 20 seconds to see how many you can circle.



**How many did you find?**







# Speed Challenge





Having clues helps us  
to identify a pattern  
more easily.





What is one pattern  
(habit, behavior, or response)  
that is currently holding  
you back or limiting your  
growth?



First, let's explore some facts.

**95% of people** believe they are self-aware.

**10-15% of people** are self-aware in reality.

by Tasha Eurich, PhD





# Let's Talk Talent

## **Talent**

---

celebrated excellence.

## **Talent**

---

a recurring pattern of thought, feeling, or behavior that can be productively applied.



# Stand and raise your hand if....





# Stand and raise your hand if....

*talk to people in  
elevators, airplanes,  
grocery stores and  
where ever you go*





# Stand and raise your hand if....

*have a color-coded or  
otherwise organized  
closet*





# Stand and raise your hand if....

*love to research a  
project and will use a  
variety of tools to do so*





# Stand and raise your hand if....

*write down a list of  
things to do and stick to  
it, even on the weekend*





# Stand and raise your hand if....

*need to pick someone to  
race while driving*





# Stand and raise your hand if....

*tend to ask too many  
questions*





# Your Talents are things you do instinctively.

It's how you show up naturally  
in your personal and  
professional life

- Recurring
- Every Role Performed at Excellence Requires Talent
- Mental Filter





# PEOPLE WHO FOCUS ON USING THEIR STRENGTHS & TALENTS....

**ARE**

**6X**

**AS LIKELY**

to report having an  
excellent quality of life

**ARE**

**3X**

**AS LIKELY**

to be engaged  
in their jobs



How do we  
use this  
information to  
break  
unhealthy  
patterns and  
build new  
habits?



# Domains are the Basic Language of Talent

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## Strategic Thinking

---

Analytical  
Context  
Futuristic  
Ideation  
Input  
Intellection  
Learner  
Strategic

## Influencing

---

Activator  
Command  
Communication  
Competition  
Maximizer  
Self-Assurance  
Significance  
Woo

## Relationship Building

---

Adaptability  
Connectedness  
Developer  
Empathy  
Harmony  
Includer  
Individualization  
Positivity  
Relator

## Executing

---

Achiever  
Arranger  
Belief  
Consistency  
Deliberative  
Discipline  
Focus  
Responsibility  
Restorative

# Domains are the Basic Language of Talent

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## Strategic Thinking

---

People who are dominant in the Strategic Thinking talents absorb and analyze information, uncover facts, and identify the best way forward. They can analyze information to inform better decisions.

## Influencing

---

People who are dominant in the Influencing talents take charge, amplify voices, and provide the 'why' that motivates others to move forward. They speak up and give energy to situations.

## Relationship Building

---

People who are dominant in the Relationship Building talents create strong bonds, unify teams, and know who to involve for success. They know a team is greater than the sum of its parts.

## Executing

---

People who are dominant in the Executing theme talents turn ideas into action, build momentum, and ensure work gets done. They understand the details, how things should be done, and see them through to completion.

**1**

**Which domain of talents do you think is most dominant for you?**

**2**

**How do you think that natural talent impacts your ability to make and break habits?**



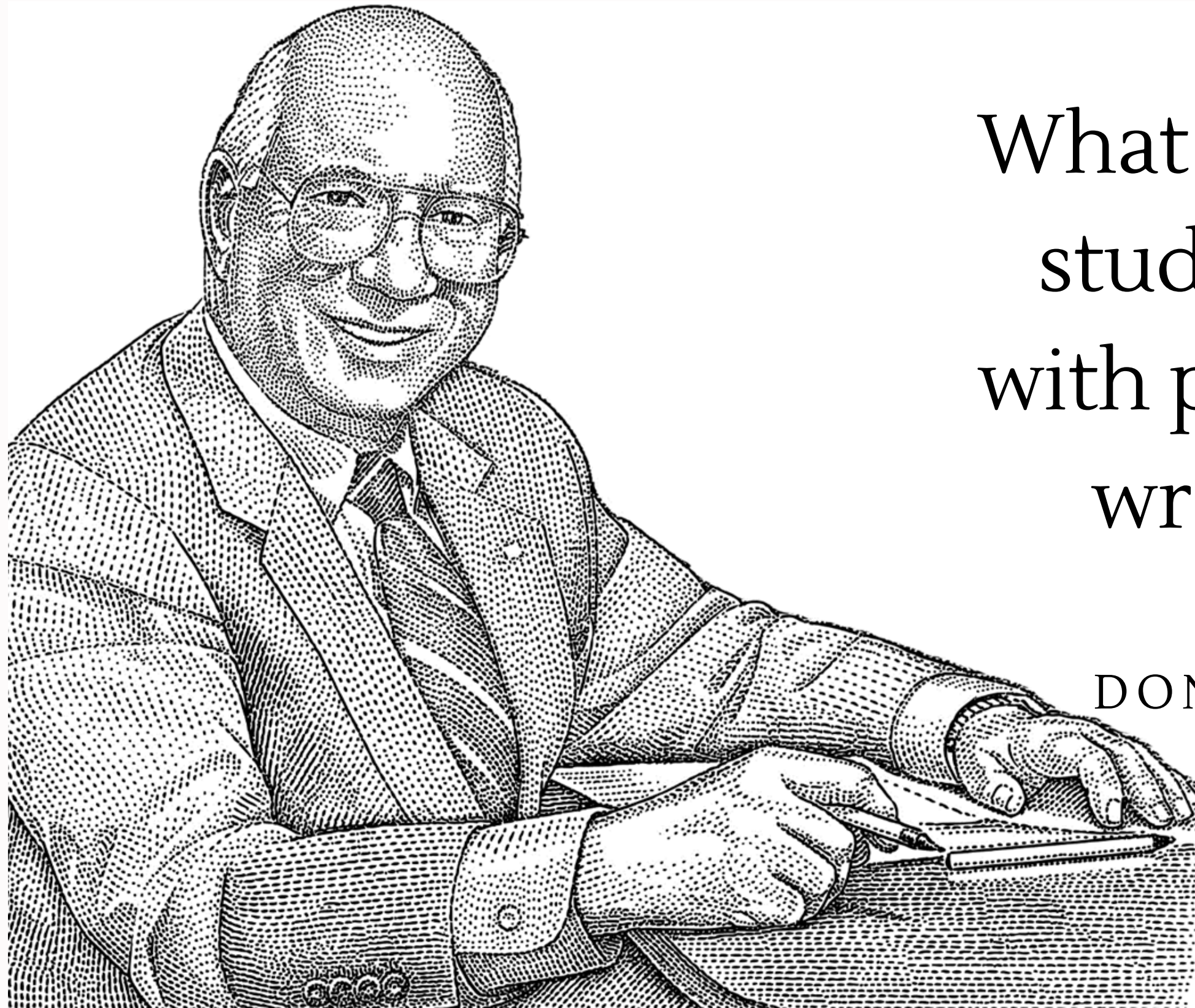


Here's how to



Use it?

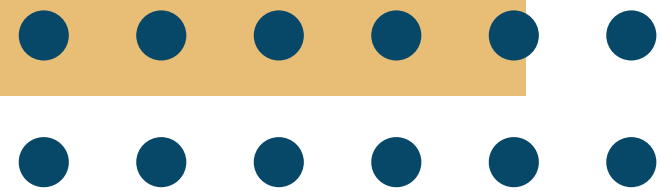
**Rooted Practices**



What would happen if we  
studied what was right  
with people versus what's  
wrong with people?

DON CLIFTON (1924-2003)





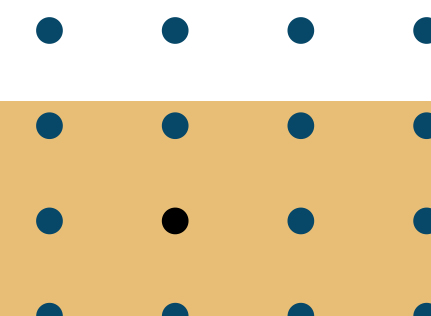
# PLAY TO YOUR TALENTS

## Personal Pattern Reflection

What is one pattern (habit, behavior, or response) that is currently holding you back or limiting your growth?

## Personal Domain Reflection

How can you use your unique talent(s) to shift the way you approach this pattern in a new way?







# REFLECTION

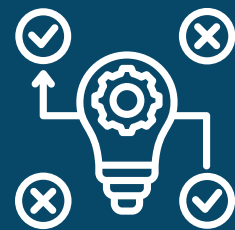
**I used to think...**  
**But now I know...**

**Final questions?**



# Your Challenge

Over the next week, we challenge YOU to:



**Try It** | Begin using what you learned in the training.



**Connect** | Find us @AspenRootCollective



**Share** | Let us know what worked for you!

# A Little Gift for You!

As a thank-you for joining us today, we'd love to offer you an opportunity to find out what your natural talents are by taking the CliftonStrengths Assessment, and continuing to grow!



**Email Us** | [AspenRoot@AspenRootCollective.com](mailto:AspenRoot@AspenRootCollective.com)



**Subject Line** | YWCA Coffee & Connection



**Start Growing** | We'll send you a code to complete the CliftonStrengths talent assessment and unlock your personalized results and resources for beginning your Strengths Journey. Or if you've taken the assessment, we're offering a special coaching session to dig into your report.





# THANK YOU!

**Sarah Payne**

✉ [sarah@aspenrootcollective.com](mailto:sarah@aspenrootcollective.com)

**Amy Neal**

✉ [amy@aspenrootcollective.com](mailto:amy@aspenrootcollective.com)

🌐 [www.aspenrootcollective.com](http://www.aspenrootcollective.com)

In Proud Partnership with

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Northeast Indiana



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Strengths Coach

