

LIVING WATERS CONSULTING LLC

Strengths in Action™

Guide

A practical guide to help you move from knowing your strengths to actually using them — in your work, your leadership, and your everyday decisions.

Because knowing is only the beginning.

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A Note From Pam

Hey — I'm glad you're here.

Whether you just took your CliftonStrengths® assessment for the first time, you've had your results sitting in a folder for the last two years, or you haven't taken the assessment yet at all — this guide was written with you in mind.

Here's what I know to be true: knowing your strengths is a gift. But a gift that stays in the box doesn't change anything. It doesn't change how you show up in the meeting room. It doesn't change how you advocate for yourself in a performance review. It doesn't quiet that voice that says you're not quite enough, or not quite ready.

That's why I created this guide.

The Strengths in Action™ Guide is not about theory. It's about practice. It's about taking what you already know about yourself, your natural talents, your energizing patterns, your unique way of contributing, and actually using that knowledge to move forward with intention rather than pressure.

You don't need to become a different person. You need to become more of who you already are. So take your time with this. Read it with a pen nearby. Come back to it. Share it with someone who needs it. And when you're ready to go deeper, I'll be here.

With you on the journey,

Coach Pam

Pamela M. Randall | Founder & CEO, Living Waters Consulting LLC

How to Use This Guide

This guide is designed to be read actively, not just absorbed. Think of it less like a report and more like a conversation between you and your own potential.

A Word Before You Begin

You don't have to read this in one sitting. Move through it at a pace that feels right. Return to the sections that challenge you. Sit with the reflection prompts. The goal isn't to finish, it's to grow.

Here's What You'll Find Inside

- Part 1 — What Strengths Are (And What They're Not): Getting grounded in the right foundation
- Part 2 — The Four Domains: Understanding where your strengths live and how they show up
- Part 3 — The Three Stages: Moving through Clarity, Confidence, and Consistency
- Part 4 — Strengths in Action at Work: Practical application across real professional moments
- Part 5 — Your Strengths Action Checklist: A simple, repeatable tool to carry with you
- Part 6 — What Comes Next: How to keep building from here

A Few Suggestions

- If you have your CliftonStrengths® results, keep them nearby, you'll reference your Top 5 throughout. If you haven't taken the assessment yet, that's okay too. This guide will still give you a strong foundation and help you decide if it's right for you.
- Use the reflection prompts like journal entries. There are no wrong answers
- If something lands for you, underline it, circle it, screenshot it
- Share what resonates with a colleague, a mentor, or someone you're leading

Part 1

What Strengths Are, And What They're Not

Let's Start With the Truth

When most people hear the word "strengths," they think about things they're good at. Skills they've built. Certificates they've earned. Tasks they can do well.

But in the CliftonStrengths® framework developed by Gallup®, a strength is something different — and more powerful than that.

Note: You don't need to have taken the CliftonStrengths® assessment to get value from this guide. If you have your results, you'll be able to connect everything here directly to your specific themes. If you haven't taken it yet, you'll still gain a clear picture of what strengths-based leadership looks like — and you may find yourself ready to take that next step by the time you finish.

What CliftonStrengths® Defines as a Strength

A strength is not just something you're good at. It's something that energizes you. It's a natural pattern of thinking, feeling, or behaving that, when applied, produces consistent, near-perfect performance.

That distinction matters more than it might seem. Because there are plenty of things you can do well that drain you. And there are things that come so naturally to you, you don't even recognize them as special, because they've always just been you.

This guide helps you find those things. And then helps you use them on purpose.

What Strengths Are NOT

- They are not a personality label that boxes you in
- They are not a ranking of who is better or more valuable
- They are not fixed, they grow stronger the more intentionally you develop them
- They are not a reason to ignore areas that need attention
- They are not the full picture of who you are. They are a powerful starting point

The Strengths in Action Framework™

Everything in this guide is built on the Strengths in Action Framework™, an original leadership and workforce development framework developed by Pamela M. Randall of Living Waters Consulting LLC. The framework moves through three progressive stages:

Stage 1

CLARITY

Stage 2

CONFIDENCE

Stage 3

CONSISTENCY

Know your strengths with language, confidence, and real self-awareness

Apply your strengths, especially in moments that matter most

Sustain your strengths as lasting leadership habits, not occasional wins

We'll move through all three stages in this guide. Each one builds on the last, and each one brings you closer to the leader you already have inside you.

Part 2

The Four Domains — Where Your Strengths Live

The 34 CliftonStrengths® themes are organized into four domains. Think of these domains as neighborhoods — each one has a distinct culture, a different way of contributing, and a particular kind of value it brings to any team or situation.

Understanding your domain can help you see why you're wired the way you are — and why that wiring is exactly what certain moments need.

Even if you haven't taken the assessment yet, read through all four domains and notice which one feels most like home. That recognition is the beginning of clarity.

Executing

"I get things done — and I get them done well."

Common Themes in this Domain:

Achiever, Arranger, Belief, Consistency, Deliberative, Discipline, Focus, Responsibility, Restorative

What this looks like at work:

- You are the person who follows through when others lose steam
- You create order, structure, and accountability — often naturally and without being asked
- You feel most engaged when you can see the results of your work
- Others rely on you to close the loop, hold the standard, and keep things moving
- At work: you make meetings actionable, projects deliverable, and commitments real

Influencing

"I move people — with my words, my energy, my vision."

Common Themes in this Domain:

Activator, Command, Communication, Competition, Maximizer, Self-Assurance, Significance, Woo

What this looks like at work:

- You are the person who speaks up, sells the idea, and rallies the room
- You naturally expand what's possible by bringing others along with you
- You feel most alive when you have an audience, a mission, or a challenge to rise to
- Others rely on you to break through hesitation and bring momentum
- At work: you make pitches compelling, conversations courageous, and opportunities visible

Relationship Building

"I connect people — and I make teams more than the sum of their parts."

Common Themes in this Domain:

Adaptability, Connectedness, Developer, Empathy, Harmony, Includer, Individualization, Positivity, Relator

What this looks like at work:

- You are the person who remembers names, holds space, and builds the bridge
- You naturally create environments where people feel seen, valued, and safe to contribute
- You feel most energized when your work is rooted in meaningful relationships
- Others rely on you for your warmth, your instincts about people, and your ability to unite
- At work: you make culture tangible, collaboration genuine, and people feel like they belong

Strategic Thinking

"I see what others miss — patterns, possibilities, and paths forward."

Common Themes in this Domain:

Analytical, Context, Futuristic, Ideation, Input, Intellection, Learner, Strategic

What this looks like at work:

- You are the person who asks "but what does this mean?" and "what comes next?"
- You naturally absorb information, connect dots, and think several steps ahead
- You feel most alive when you're learning, exploring ideas, or solving complex problems
- Others rely on you for perspective, insight, and the ability to see around corners
- At work: you make strategy sharper, decisions more informed, and futures more clear

◆ Reflection Prompts

1. Which domain resonates most with how you naturally show up, regardless of whether you've taken the assessment?
2. If you have your Top 5 results, do any of your themes appear in a domain that surprises you?
3. Where does your team or organization most need your domain's contribution right now?

My notes:

Part 3

The Three Stages: Clarity, Confidence, Consistency

Knowing your strengths is the beginning. Moving through these three stages is how you turn that knowledge into leadership.

Stage 1 — CLARITY: Know Your Strengths

Clarity is where we begin, not because it's easy, but because everything else depends on it. You can't lead with what you haven't named. You can't communicate value you haven't claimed. And you can't build confidence on a foundation you haven't set.

Clarity is not the same as certainty. You don't have to have it all figured out. Clarity is simply being honest about what energizes you, and beginning to trust that it matters.

What Clarity Looks Like in Practice

- You can name your Top 5 CliftonStrengths® themes without looking at your report
- You can describe each strength in plain language, what it is and how it shows up for you
- You can connect at least one strength to a specific professional success or contribution
- You feel less like you're performing and more like you're operating from your natural wiring

◆ Reflection Prompts

4. Which of your Top 5 strengths feels most like "you" right now?
5. Which strength have you been underestimating or underusing?
6. Finish this sentence: "One way my strengths show up that others might not see is..."

My notes:

Stage 2 — CONFIDENCE: Apply Your Strengths

Here's the gap that holds most people back: they know their strengths, but they don't use them. Not fully. Not consistently. Not in the moments that actually matter.

Confidence in this framework isn't about personality. It's not about being the loudest person in the room or never feeling doubt. Confidence is a practice, the daily decision to show up with what you already have, even when it feels risky.

Imposter syndrome is real. And it does not mean you don't belong. It usually means you're standing on the edge of something meaningful and your brain is trying to protect you. That's the moment to lead with your strengths, not retreat from them.

What Confidence Looks Like in Practice

- You advocate for your ideas in meetings rather than waiting for the perfect moment
- You describe your value in interviews and performance reviews without minimizing yourself
- You step into leadership moments without waiting for permission or a title to match
- When self-doubt shows up, you respond with a strengths-based counter-narrative
- You use your strengths intentionally, not just when they happen to surface

Try This: Your Strengths-Based Professional Statement

One of the most powerful confidence-building exercises is writing a strengths-based professional statement, a 2 to 3 sentence description of the value you bring, grounded in your CliftonStrengths® themes.

Use this simple structure:

I am someone who...	Name one or two of your Top 5 themes in action
This means that...	Describe the specific value or outcome this creates for others
In my work, you can count on me to...	Make a clear, confident commitment grounded in that strength

◆ Reflection Prompts

7. Where have you held yourself back from using a strength fully? What was the story you told yourself?
8. Write a strengths-based counter-statement to that story. What is actually true about you?
9. Draft your 3-sentence strengths-based professional statement right now. (It doesn't have to be perfect.)

My notes:

Stage 3 — CONSISTENCY: Sustain Your Strengths

The third stage is where lasting change happens. It's not enough to have a powerful moment of clarity in a workshop or feel a surge of confidence after reading something that resonates. What transforms your career, and your leadership, is what you do on a Tuesday afternoon when no one is watching.

Consistency is about building habits. It's about making strengths-based leadership the default, not the exception.

Strengths don't grow from awareness alone. They grow from practice, repeated, intentional, reflective practice. The leaders who change their organizations are the ones who come back to their strengths again and again, especially on the hard days.

What Consistency Looks Like in Practice

- You return to your strengths language when setting goals, solving problems, or navigating conflict
- You have at least one person, a peer, mentor, or coach, who holds you accountable to your growth
- You notice when you're operating from a place of depletion and can name what would restore you
- You look for ways to apply your strengths in new contexts, new roles, new teams, new challenges
- Your strengths are woven into how you introduce yourself, lead others, and show up every day

◆ Reflection Prompts

10. What is one habit you could build in the next 30 days that would put your strengths to work consistently?
11. Who is one person in your life you could invite to be an accountability partner in your strengths journey?
12. Which stage, Clarity, Confidence, or Consistency, do you most need to develop right now? Why?

My notes:

Part 4

Strengths in Action at Work

Strengths don't exist in the abstract. They live in real moments, the meeting where you had to speak up, the project you led under pressure, the conversation you had to have that felt uncomfortable. This section is about bringing your strengths into those moments, intentionally.

Five Moments Where Your Strengths Matter Most

1. The Meeting Room

How you show up in meetings is one of the most visible expressions of your leadership, regardless of your title. Whether you tend to speak first, synthesize what others say, build consensus, or push for decisions, that's your strengths at work.

- Executing strengths: You're the one tracking action items and keeping conversations on track
- Influencing strengths: You're the one who moves the room, reframes the problem, or closes with clarity
- Relationship Building strengths: You're the one making sure voices are heard and tension is eased
- Strategic Thinking strengths: You're the one asking the question no one else thought to ask

Before your next important meeting, ask yourself: What strength do I want to lead with today? Set an intention rather than just showing up.

2. The Performance Conversation

Whether you're preparing for a review, a promotion conversation, or a check-in with your manager, your strengths give you language to advocate for yourself without bragging — just clarity.

- Instead of "I work hard," try: "My Achiever strength means I set high standards for myself and follow through consistently, even when the work gets difficult."
- Instead of "I'm a people person," try: "My Empathy and Relator themes help me build trust quickly and create the kind of psychological safety that makes teams perform better."
- Instead of "I'm creative," try: "My Ideation strength means I generate novel solutions and I do my best thinking when I'm allowed to explore possibilities before narrowing down."

Fix your crown before you walk into that room. You are not asking for a favor. You are presenting evidence.

3. The Leadership Moment

Leadership isn't a title. It's a decision, made over and over again, to influence, guide, develop, or serve. Your strengths are what make your leadership distinctly yours.

The question is not whether you have what it takes. The question is whether you're willing to lead with what you already have.

- What does your Futuristic strength bring to your team's vision conversations?
- What does your Developer strength do for the people you mentor?
- What does your Command strength make possible when the room needs someone to step up?
- What does your Learner strength model do for a culture that says growth matters?

4. The Hard Conversation

Difficult conversations are where leadership is tested. And they're also where your strengths, used well, become your greatest asset.

- Deliberative strength: You come prepared, thoughtful, and clear, which de-escalates rather than inflames
- Empathy strength: You understand the emotional undercurrent, which allows you to address what's really going on
- Communication strength: You can say hard things in ways that land, because you think about how words will be received
- Harmony strength: You seek resolution, and that intention changes the entire tone of a difficult room

5. The Everyday Decision

Not every strength moment is a big one. In fact, the most powerful way to build consistency is to notice how your strengths show up in small, everyday decisions.

How you respond to an email. How you approach a new project. How you handle an unexpected setback. How you show up for a colleague who's struggling. Your strengths are operating in all of those moments, whether you name them or not.

When you name them, you make them stronger.

Part 5

Your Strengths in Action Checklist

Use this checklist as a regular practice, not a one-time exercise. Come back to it monthly. Bring it into your goal-setting conversations. Let it be a mirror that reflects how consistently you're leading from your strengths.

Clarity Checklist

- I can name at least 3 natural strengths I bring to my work (from my assessment or my own self-awareness)
- I can describe each strength in my own words, what it is and how it shows up for me
- I can connect at least one strength to a specific professional success or outcome
- I have shared at least one of my strengths with someone I work with
- I have identified one strength I have been underusing and made a plan to change that

Confidence Checklist

- I have written or updated my strengths-based professional statement
- I used a strength intentionally in a meeting or high-stakes conversation this week
- When self-doubt showed up, I named it and responded with a strengths-based counter-narrative
- I advocated for myself or my work using language grounded in my strengths
- I took a leadership action I might have avoided before, because I trusted what I bring

Consistency Checklist

- I have at least one accountability partner who knows my strengths and checks in on my growth
- I referenced my strengths when setting a recent goal or planning a project
- I have identified one habit that puts my strengths to work in my daily leadership
- I recently helped someone else recognize or develop one of their strengths
- I am actively making my strengths stronger, through practice, reflection, and feedback

Remember This

Progress over perfection. You don't need to check every box today. You need to come back to this list, and keep moving forward.

Part 6

What Comes Next - You Don't Have to Do This Alone

If this guide resonated with you, if something landed, shifted, or sparked a question you want to sit with, that's not an accident. That's clarity beginning to take shape.

And that's exactly where the real work begins.

Reading a guide can open a door. But walking through it consistently, courageously, and with the kind of personalized guidance that sees you specifically; that's where transformation happens.

Here's How We Can Go Deeper Together

1:1 Strengths Coaching

Personalized coaching sessions that take you through the full Strengths in Action Framework™, at your pace, in your context, with your specific goals at the center.

The Strengths in Action Workshop™

A full-day, immersive experience for teams and organizations ready to build a strengths-based culture, from early-career professionals to senior leaders.

Workforce Development Partnerships

For workforce development leaders and public sector teams ready to build stronger talent pipelines using strengths-based strategies and the A.R.C. Workforce Intelligence Method™.

Speaking & Training

Keynotes, workshops, and training experiences for conferences, leadership retreats, and professional development events. Customized to your audience, your goals, your moment.

Ready to Go Deeper?

When you're ready to take the next step, I'd love to hear from you. Visit www.livingwatersconsulting.org to learn more, connect, or start a conversation. There's no pressure, just an open door.

Protect your peace. Value your voice. Lead with your strengths.

— Coach Pam

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