

Your Confidence Compass

From Self-Doubt to
Self-Leadership

LISA J ALLEN

Your Confidence Compass: From Self-Doubt to Self-Leadership

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To my Mom (and Dad in heaven),
Bill, Kelsey, Justin, Connor and Mckenzie . . .
and to Noah and the future generations of the Allen Family.

May this book be a legacy to help
guide you for years to come.

Endorsements

“In this book, Lisa Allen invites you into a journey of small, deliberate steps of obedience that take you from self-doubt and self-reliance to self-confidence and self-leadership. Drawing from her years of coaching, her carefully crafted exercises and tools will equip and enable you to discover and boldly step into your calling, to become the confident woman God created you to be. Please know, I write these words from personal experience. Lisa’s words in this book helped transition me from my career as a trial attorney to my God-given calling as a Bible teacher, speaker and author.”

Wendy Blight

Biblical Content Specialist for Proverbs 31 Ministries
Author of *Rest for Your Soul: A Bible Study
on Solitude, Silence and Prayer*

“I am SO in love with this book. In fact, I feel like I want to get this for all the Christian Image Consultant’s and Color Consultants that I train. From a business owner’s perspective, this book is a game-changer. The concept of pairing self-awareness with self-leadership was eye-opening to me. After having read it, I can see a renewed importance on the self-leadership piece that is so often missing. An unexpected bonus was how relevant the message of this book would be to me personally. Lisa is a fantastic writer with spiritual insights combined with practical application.”

Shari Braendel

CEO Style By Color

Preface

Is confidence something you are born with, or can it be cultivated?

While some personality styles are naturally more assertive, boldly journeying into the uncertain future, confidence can be cultivated and redefined. This book will serve as a compass for you starting with God as your true north. The chapters unfold to help you collect confidence from various areas of your life. The exercises within these pages have been administered to hundreds of clients who have grown in their ability to gain self-awareness leading to increased confidence. We will learn how self-awareness, while important, on its own is *only* a starting point. We then will create a pathway from self-awareness to self-leadership opening you up to the changes you desire, but have not yet achieved.

These pages will help you to:

- ① Determine where you are “now” in your life as a starting point which is crucial to know as you dream about where you want to land personally, professionally, spiritually or physically.
- ① Identify your creative design (at its best and worst) to infuse you with self-awareness, self-reflection and ultimately, self-acceptance.
- ① Take your new-found self-awareness full circle by identifying action steps of self-leadership for new mindsets, changed behaviors or strong habits that have been keeping you stuck.
- ① Take you from your life’s dreams to decisions required to reach your preferred future.
- ① Create a life-changing statement of purpose to aim your time, energy and resources at the dream you’ve been pondering.

Are you ready to take this trip toward connecting with *Your Confidence Compass*? Let’s Go!

Introduction

What is True Confidence?

“... being confident of this, that he who began a good work in you will carry it on to completion.” Philippians 1:6

I was gazing at a spectacular beach from my balcony in a five-star hotel. This is not my typical travel accommodation. I'd been invited as a Confidence Coach to administer a strengths assessment I'd been certified in. My assignment was to do a workshop and then coach ten-to-twelve couples throughout the conference. Event number one was a dinner on the beach, which I could see being set up from my balcony.

It was then that the voices in my head that sounded coincidentally like mine started chipping away at my confidence. *“What in the world are you doing here? These are professional athletes. I mean, yeah, you love football, but these are professional baseball players. What do you have to offer them?”*

If it had been a women's conference, I would have had no problem. I would have owned the room. But these were men and women, and most of them were young enough to be my kids. Did they really want to hear about their strengths from this middle-aged woman?

I felt myself growing smaller.

It's easy to have confidence when you've been introduced from the stage as a speaker or an expert—I'd done that many times before. But this beach dinner would require confidence without any props like that. Suddenly, I was terrified. I could imagine how they would

all see right through me, would roll their eyes when I wasn't looking and laugh at me together later.

My insecurity only added to my sense of imposter syndrome. I was a Confidence Coach, for goodness sake! I was supposed to be a pro at this. I felt like the Wizard of Oz about to have the curtain pulled back and be exposed as a fraud to all the world.

It was then that God Himself interrupted those thoughts and reminded me, "Lisa, you have been invited to have a seat at this table. You are a seasoned expert in this assessment that helps people gain self-awareness and increase confidence through these coaching conversations. You can do this."

I didn't feel *confident*. But I did feel *called*.

Remembering that was all I needed to flip the switch in my head and start coaching myself with all the skills I used to help others. I coached my own mindset by writing down the words "invited and experienced." This phrase was a reminder that I had years of experience in this topic and I could trust my experience as I walked out the invitation to attend, speak and coach at this couples' conference.

Before long, I was ready to boldly place my toes in that sand and enjoy all the new friends I would meet that night at dinner. They would never have known I'd been close to curling up in my bed and watching *Modern Family* reruns by the way I mixed and mingled on that beach.

My point in sharing this story is this: everyone battles insecurity. Even a seasoned Confidence Coach. Sometimes insecurity is predictable, and sometimes it interrupts (or tries to interrupt) important assignments like that one. The key is to know how to redirect your thoughts into a confident mindset.

There's no escaping those feelings of insecurity in this life, not entirely. But you have the ability to develop a way to walk forward despite those feelings. This book will help you do that.

Ready for More

If you've picked up this book, chances are you're ready for a change.

Your life isn't *bad*. In many ways, it's actually pretty good. But you can't shake this gnawing sense of restlessness—the conviction that there's something *more* in store for you.

You might feel like you're on a hamster wheel, going from one task to the next, never able to stop or pause long enough to figure out if that's really the wheel you want to be on.

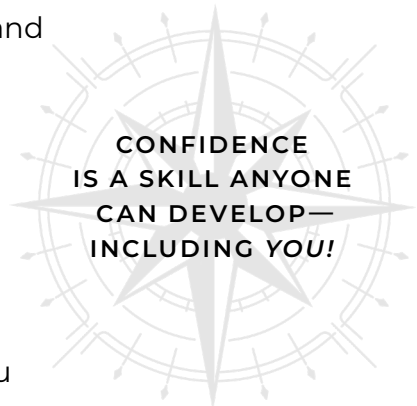
You've been living on auto-pilot for so long, helping everyone else reach their goals—your kids, your spouse, your boss maybe—that you don't remember what it's like to pursue your own dreams or have your own goals.

Maybe you've been staying home with your kids, and while you wouldn't trade that for the world, they don't need you as much anymore. And you're ready to step into the next season of your life—if only you can figure out what that next season is. Or perhaps you've been working outside the home for years, and you're tired of the grind of corporate life. You're ready to stop answering to everyone else and start forging your own path.

You've spent countless sleepless nights plagued by the question, “Why am I here? What is my purpose?”

Whatever your past, you've picked up this book because you're ready to focus on yourself and your calling.

Maybe you want to write a book. Maybe you're ready to switch careers. Maybe you're navigating changing relationships—with your kids, your husband, your family, or your friends. Maybe you're facing a new season of life due to a suddenly empty nest or retirement, and you need a plan.



But you're also holding back because you're not sure you can do it. You've been resisting the call you feel on your life because you don't feel confident. You may be a high-achiever with many accomplishments under your belt, but now you feel like you are past your prime. You may have suffered with insecurity for most of your life and feel like you have little to show for your efforts, so how could you possibly do great things now? You may think that confidence is a personality trait you simply don't have. But part of you hopes you're wrong, and that's why you've picked up this book. Part of you—a bigger part—wants to push past the fear and find the confidence you need to follow your dreams.

You don't want to look back at this season of your life and feel regret. You don't want to feel like you wasted the limited time you were given. You want to feel content, maybe even proud of what you contributed to the world and to the Kingdom. You want to know that you used your time and your gifts well.

You don't want to miss out on what God has in store for you because you were too scared to step out in faith.

In short, you need the confidence and the capacity to pursue your calling in this new season of life.

I Can Help

The earliest use of the word “coach” dates back to the 1500s and was associated with the word “wagon,” ultimately giving rise to the word “stage coach.” It was a form of transportation to get you from where you are to where you need to be. While the word is now used to refer to people rather than vehicles, the meaning is the same: a coach is someone who helps you get where you want to go.

In the decade and a half, I've dedicated to being a Confidence Coach, I've worked with hundreds of clients to help them identify where they are in their lives—personally, professionally, and relationally—and then craft a pathway to get their lives where they want them to be.

My method has helped hundreds of women spring into confident action. Specifically, I've helped them to:

- ① Develop the consistency to pursue ministry or a side hustle, instead of a singular focus on a corporate job.
- ① Set necessary boundaries with family, friends, and coworkers by finding their voice and engaging in conversations that honor others while still getting their own needs met.
- ① Take control of their calendars to make space to write the book, pursue the ministry, or start the non-profit that God has put on their hearts.
- ① Learn to say “no” to good things in order to say “yes” to greater things.
- ① Reframe their mindset for growth instead of stagnation.
- ① Your goal may be similar to some of those I just listed, or it may be something a little different. Whatever it is, your destination will be defined by your sense of calling combined with your unique gifts and circumstances.

While this book will not replace the role of a professionally trained coach in your life, it does serve as a stepping stone that will help you create an action plan based on self-awareness, defined success, a realistic pace, and clarity on the season of life you're in.

In this book, I've collected the best exercises, frameworks, and resources that I use with my clients, so that you can apply them to your own circumstances and achieve the behaviors required to move forward and to reach your goals.

True Confidence

If you're like many of my clients, you probably think confidence is something you have to manufacture, that it's about appearing a certain way. Or you believe it's a quality that some people are just born with—and you're not one of them.

I'm here to tell you that confidence is a skill anyone can develop—including *you*! It just takes practice, like learning to play the piano or ride a bike.

You can think of confidence like a muscle that needs to be exercised to the point of discomfort in order to grow. In fact, I like to call it our “confidence muscle” because that helps remind us that the only way to build it is to keep pushing yourself to do a little more and a little more, allowing your confidence to slowly expand.

Confidence muscles are built especially when we face new circumstances. Get ready to build your confidence muscle if you are:

- ① Transitioning in your career
- ① Aging with a body that isn't cooperating with your typical health habits
- ① Finding your leadership style no longer fits your team or organization
- ① Experiencing compounded loss requiring a season of grief and adjustment
- ① Raising teens and caring for aging parents
- ① Empty nesting
- ① Divorced or widowed
- ① A new mom

You see, uncertainty in a new experience is actually the training ground for confidence. The opposite of confidence is denial, leading to a refusal to change, an unwillingness to accept your circumstances, or robotically trying to recapture something that is evaporating. Instead, we can build confidence during those hard seasons by accepting the discomfort that comes with change and moving forward in faith.

And I'll let you in on a secret: some people *appear* more confident than others, but *everyone* has some insecurities. No one *feels* confident all the time.

You may have heard that courage is not the absence of fear, but the determination to do something despite that fear. Confidence is exactly the same.

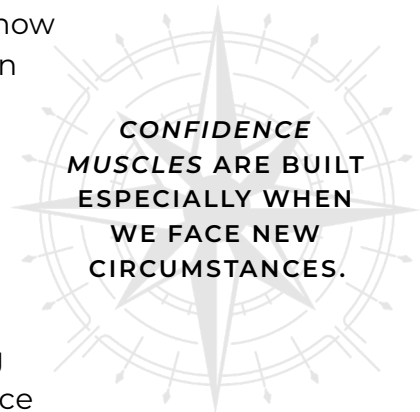
We mistakenly believe that confidence feels like strength, victory, and familiarity. In fact, confidence feels like courage based in trust—trust in ourselves *and* in God.

The goal isn't to never feel afraid of what people will think or that you might fail. Rather, the goal is to pursue your purpose no matter how you feel in the moment and to move forward in the face of uncertainty because you know it's the direction you're called to go—even if you don't yet know how the details will work out.

The truth is that you'll never feel confident until you face the fear that's keeping you small.

True confidence comes from identifying and living your values. True confidence requires that you appreciate the strengths you have, develop the things you can change, and accept the limitations you have as part of your humanity. True confidence comes from knowing you can trust yourself to do what you set out to do and that you will adapt when new challenges arise.

But it's more than that. It's also knowing that you have the support of the One for whom nothing is impossible. As a believer, you know that God is in control, directing your steps and sheltering you under His wings. And you can turn to scripture for support and comfort when times are tough. Plus, when you make mistakes or fail or run into your limitations, the Gospel reminds you that brokenness is beautiful. As 2 Corinthians 12:9 states, God's "power is made perfect in [our] weakness."



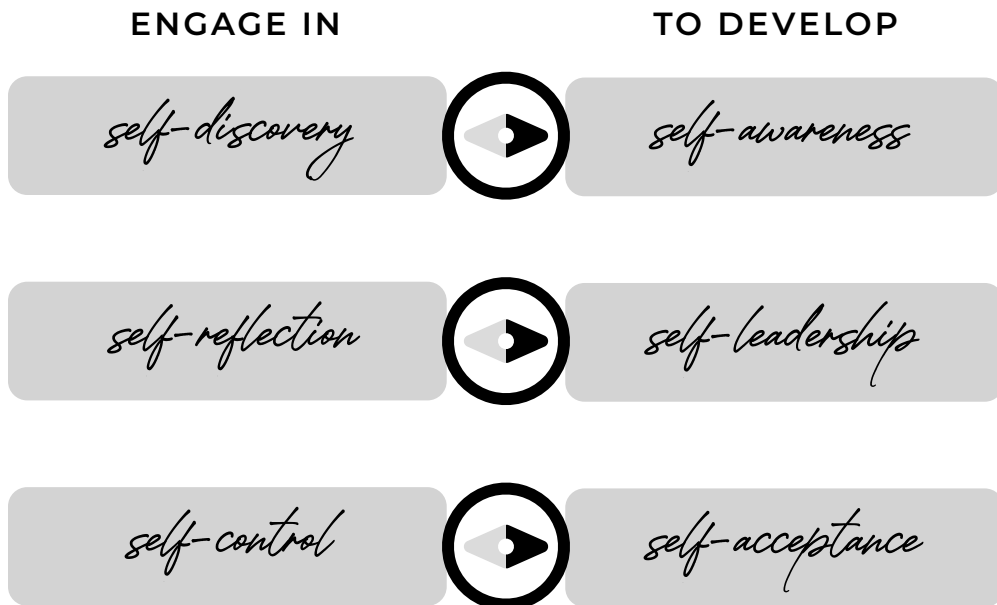
True confidence is harnessing the best of who you are with quiet acceptance. It's understanding who you are, recognizing your God-given strengths *and* weaknesses, and trusting that God will fill in the gaps to help you fulfill the purpose to which He is calling you.

The Journey to Confidence

Ok, so how do you get there? How do you journey from the valley of self-doubt in which you find yourself to the mountaintop of radical self-acceptance?

Over the last twelve years, I've developed a three-part process:

1. Engage in self-discovery in order to develop self-awareness.
2. Engage in self-reflection in order to develop self-leadership.
3. Engage in self-control in order to develop self-acceptance.



Self-discovery leads to self-awareness—a deep understanding of your personality, relational support system, and values. Self-awareness leads to self-reflection, which involves discerning what God is calling you to do with your life, deciding where you want to go next, and discovering who God is calling you to become. That enables you to practice self-leadership by setting goals and making a clear plan for how to achieve them. Then, you'll begin exercising self-control in your life by managing your reactions, habits, and time. You'll continue to develop your self-control by accepting your limitations, guarding your capacity, and really owning what you're responsible for. You'll be letting go of what you can't control and controlling what is in your sphere of influence. All of this leads to self-acceptance, which is the heart of true confidence.

As I write this, western North Carolina is in the aftermath of Hurricane Helene, which devastated the landscape, destroying entire towns and roadways. As I've spoken with friends who have family members making their way back to their Charlotte homes, they no longer have the advantage of cell service or navigation systems. Road signs and roads themselves are gone, and the journey requires patience, creativity, and careful attention to the changed landscape.

Of course, that's how we always navigated long journeys before GPS software and smartphones. When you wanted to take a trip, careful planning was required before the trip began. You made note of major roadways, alternate routes, on-ramps, off-ramps, rest stops, fueling stations, and restaurants. When we encountered road closures or construction, we had to find alternate routes to continue our journey. We also had to identify hotels and rest stops ahead of time. Without such planning, a simple trip could be a disaster. But by making a clear plan, thinking through the possible curveballs that might be thrown our way, and anticipating the support we'd need, we would make it to our destination safely.

So, it will be for you on your way to your dream destination in this season of your life. This is how we participate with God, our Guide, on our journey to our confident life. He is sovereign, providing on-ramps and off-ramps, rest stops, and alternate routes to make sure we arrive at His best place for our lives. It is a two-pronged approach. We do

our part praying, planning, and preparing. Then God does His part by giving us the courage and creativity to adjust to roadblocks and unexpected travel interruptions.

Planning well requires that we understand where we want to go, the best way for us to get there, and what we'll need along the way. That's why it all starts with self-discovery. Only by knowing ourselves well can we be confident in our destination and in our ability to get there.

Self-Discovery Leads to Self-Awareness



Self-discovery is the key to open the door to deepened confidence. In this part of the process, we answer questions like, “Who am I, really? What are my values? What are my strengths? What are my areas of struggle?”

You might think you know yourself pretty well after spending a handful of decades with yourself, but my clients are often surprised about how much they actually don't know. Some find they have never known themselves very well, not in the deep, compassionate but honest way they do by the end of our time in this phase. Others find they have changed so much over the last few years (or decades) that their sense of who they are needs a major update.

You might be wondering why this matters, or you might be thinking this sounds awfully self-focused when what you want to do is impact the world around you for good. Especially for Christian women, it can feel foreign to take time to think about yourself and to look inward. We're so used to focusing on everyone else and meeting the needs of others that we forget about ourselves. After all, doesn't the Bible tell us to sacrifice ourselves in the service of others?

Yes, sacrificial love is at the center of a life surrendered to Jesus, but here's what we forget: understanding ourselves will enable us to love others better.

When we really understand ourselves—our God-given gifts, limits, and weaknesses—we can better maximize our strengths, minimize our weaknesses, and see how we are meant to fit into the larger plan. Self-discovery allows us to recognize the lens we're seeing through when we look at the world, coloring and distorting everything we encounter, just like tinted sunglasses might turn the sky an odd shade of green.

Here's a hard truth: if you don't know yourself deeply, it can alter or limit your view of God. Why? Because without self-awareness, you have no idea how your personal lens is coloring your understanding of God. When we more fully know ourselves, we can begin to more fully know God and others, too. As we begin to know God better, we can then continue the journey of self-discovery as He reveals, guides, and convicts us.

That is why the journey to true confidence must begin with self-discovery. In Part I, I will walk you through several powerful exercises to help you unlock a deep understanding of who you are and how God made you.

But our journey of discovery doesn't stop there. We will also look at who you are in relation to those around you. Typical self-awareness that stops at "Who am I?" remains self-focused, but what we want is what I call *full-circle self-awareness*, which also asks, "Who am I alongside you, and what happens when we come together?"

Full-circle self-awareness considers how our gifts and tendencies interact with others' to create an outward-focused self-awareness. In this second part of the self-discovery step, we ask questions like:

- ① Who is on this journey with me?
- ② Who do I become when I'm around those people?
- ③ How can I use my gifts in the best way to complement the gifts and needs of these other people?

My approach keeps the goal in mind. Rather than seeing self-discovery as the goal, which can lead to navel gazing and self-focus, we pursue self-discovery because it is the path to the full-circle self-awareness that will enable you to more effectively serve others with true confidence.

Self-Reflection Leads to Self-Leadership



Once you are more deeply self-aware, you can begin to engage in self-reflection. This stage focuses on asking yourself, “Why am I here? Where do I want to go next? What is the path from where I am to my destination? What is holding me back that I need to let go of?” Through the process of self-discovery, you’ll have gained a fuller sense of *how* you were made. Now it’s time to consider what you were made *for*.

Through self-reflection, you’ll gain a clearer sense of your purpose and craft a picture of where you want to go, summarized in your Calling Statement. Next, you’ll outline the steps it will take to get there and what is required to close that distance. You’ll create your own map and chart your course to the person you want to become.

This is all part of self-leadership, putting your self-awareness into action.



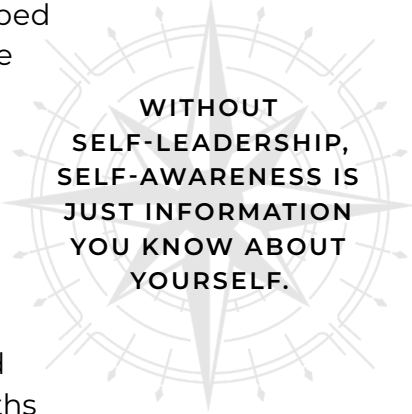
I knew one woman I did life with for close to a decade. She is an assertive personality gifted with incredible strategic skill, vision, and the ability to tackle anything life and work throw her direction. She is a Workboot (which you will learn about in Chapter 1), which means she is driven and dominant. This personality likes to take

action and keep things moving. Because of that, my friend often would grow impatient in discussions that seemed to hold her back from any given task at the moment. From time to time, she would cut someone off a little too directly and end up hurting their feelings. Over and over, I would hear her confess, “I know I was rude the way I shut them down in our committee today,” or, “I know better than to cut people’s heads off with my curt words.” This clearly demonstrates self-awareness. But that self-awareness never led to self-leadership, so she didn’t change her behavior.

It takes genuine humility to be self-aware and to admit it to someone else like she did. But though confession is good for the soul, without self-leadership, self-awareness is just information you know about yourself. This information needs to be processed through self-reflection and turned into action through self-leadership.

James 1:22 (AMP) says, “Do not merely listen to the word, and so deceive yourselves. Do what it says.” God guides us in our hearts and through His Word about how He wants us to act. When our actions don’t align with His best, He allows His Holy Spirit to convict us and show us a better way. Our obedience is evident when we change our behavior and walk out His direction. I’ve lost touch with my friend, but I trust that God has helped her to control her urges to shut someone down too quickly and instead engage in reciprocal dialogue, allowing her to achieve self-leadership in this area.

Self-leadership means we are using our self-awareness to help us navigate the path God has called us to walk. We’re putting what we’ve learned into action and asking ourselves, “Given my unique strengths and weaknesses, what is the best way for me to move forward in faith?” Knowing who you are gives you a better understanding of how you will walk out your calling. Someone with a different wiring than you can have a similar calling, but may need to approach it completely differently than you and have different motivations.



**WITHOUT
SELF-LEADERSHIP,
SELF-AWARENESS IS
JUST INFORMATION
YOU KNOW ABOUT
YOURSELF.**

Central to self-leadership is having a clear vision of where you're headed—what you want to accomplish and why that matters to you. Knowing your “why” will help you re-center when the pressures of life threaten to push you off track into old, self-sabotaging behaviors. Having a clear sense of calling will give you the confidence to keep trying when you face obstacles, because you know that God will help you reach the land He has promised you.

Self-Control Leads to Self-Acceptance



After all of this, you'll be ready for the final stage of the journey: practicing self-control to develop self-acceptance. This stage is all about making sure that the goals you want to pursue and the priorities you've identified for your life actually show up in your daily actions and that you have the time and energy to pursue them. It's about staying on the path for the long haul and starting again when you get side-tracked.

This concept is represented in Romans 7:15, which says, “I do not understand what I do. For what I want to do I do not do, but what I hate I do.” It's one thing to know what we want to do, and even to start doing it, but it's another to keep acting in accordance with our purpose day in and day out, even when it feels hard.

Your purpose is unique, but the struggles you face to pursue it are not. Consider this example: You have been given the luxury of a warning about your cholesterol by your doctor. There is time to make changes to your nutrition, exercise, and stress levels before your current behaviors lead to a heart attack, stroke, or worse. You are aware of the issue and agree with it (self-awareness). You decide you need to make a change (self-reflection), so you join a gym and eat a salad every day for lunch for a week (self-leadership). It feels good! But then stress picks up at work, and you're too busy to go to the gym for a few days.

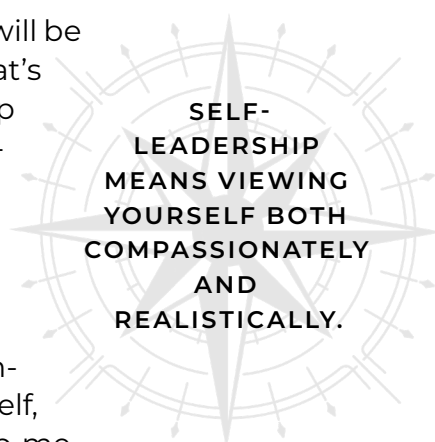
You skip the salad because you run out of lettuce, and it's easier to grab those chips and a sandwich. When you see a platter of cookies in the break room at work, you can't resist. Pretty soon, you're right back where you started.

Everyone I've coached has experienced something similar. So have I. The book you are holding is a clear reminder of that. My annual goal list for the last four years has included writing this book. I was quite aware of this goal. I reflected on it and knew why it mattered to me. I had a plan for how to do it, researching all of the steps to publication. I even had the beginnings of a few chapters and a rough table of contents saved. But my book remained a dream in my heart, not a book in your hands. Until 2024, my self-leadership lacked the self-control it took to pull the trigger and start the official writing process with an editor to provide the accountability I needed and put my money where my mouth was, so to speak.

What is it for you? Knowing the direction you want your finances to take, but lacking the discipline to implement changes? Or maybe it's your health as you take the gamble to miss annual checkups for several years, hoping you will be fine. Or maybe you want to get an important certification for your career pathway, but instead of studying for it, you waste your evenings scrolling social media and streaming Netflix.

Without self-control, our self-leadership will be ineffective and inconsistent, at best. That's why Part III focuses on helping you develop the self-control you'll need to move purposefully and effectively toward your goals, staying the course even when storms threaten to blow you off track.

The vision casting you'll do in Part II will prepare you to practice focused self-control. In any given situation, you'll ask yourself, "What is needed at this moment to keep me moving in the direction I've chosen to go?" You'll continue to rely on your self-awareness to consider how your unique wiring comes into play on your journey as you ask, "What does this



situation require of me, and how can I best respond given what I know about myself?”

You'll also learn to distinguish between what is in your control and what is outside it. You'll be able to evaluate, “What has this season dealt me, and how can I respond to it well? Do I need to rush or rest? Hustle or hush? Speak or maintain silence?” We can't control a lot of what happens in life, but we *can* control our response to it. When we focus on our response and let go of the rest, we walk in accordance with God's plan for our lives. Galatians 5:22-23 reminds us that self-control is one of the fruits of the spirit, given to us by God when we walk in His will.

Now, self-control is about more than gritting your teeth and making yourself do something. It's about more than willpower. Instead, the key is to set ourselves up for success so that less willpower is required. By applying self-leadership to the little things in our lives, we'll be able to practice the self-control that will help us reach our goals.

In Part III, I'll teach you to manage yourself by reading your “gauges” and guarding your capacity as you develop the habits that will bring you to your goals. A good leader doesn't ask a team member to do something he or she is not capable of doing, either due to a lack of training or a lack of skill. Likewise, self-leadership means managing your resources—your time, energy, strengths, and weaknesses—in a way that maximizes your positive impact within the limitations of your circumstances. Self-leadership means viewing yourself both compassionately and realistically. When you know what you are capable of—and what you are *not* capable of—your confidence soars because you're no longer setting yourself up for failure by committing to things that are beyond your capacity.

You'll also learn to remove distractions and maintain the mindsets that keep you on track. You will add tools to your toolbox that help you take captive the thoughts that are keeping you from the abundant mindset required to move forward.

We'll also discuss the essential parts of ourselves that many clients struggle to accept: our pasts, our ages, our seasons, our scars, and our appearances. One of the challenges of self-awareness is when

we are aware of something we wish we could change, but it is simply out of our control. (Welcome to aging!) Part of self-control in those situations is accepting that we can't change it and refusing to waste our time and energy trying to. In this chapter, I'll share practical tips for creating and maintaining a mindset of deep self-acceptance so you can feel comfortable with the "skin" you're in, both literally and metaphorically.

True confidence stems from unconditional self-acceptance, which results from understanding that everything about you—including the weaknesses you may have wished away at times—is perfectly designed to bring about God's plan and help you achieve your purpose. When sin entered the garden of Eden in Genesis 3, our bodies became susceptible to decay, illness, and aging. Violence and cruelty became common, causing us to hurt others and be hurt by others. We've all made mistakes we wish we could undo. But because of God's saving grace, we can stand victorious on this side of eternity as we look forward to the perfect conditions we will experience in Heaven.

True confidence uses what you have, including the hard parts of your past. Have you survived a divorce? The death of a loved one? Maybe you are sober and in recovery. Perhaps you experienced early childhood abuse and now mentor other abuse survivors. Self-acceptance means taking your life experiences and weaving them into the fabric of confidence.

When you accept your wiring, your past, and the limitations of the season you're in—seeing them all as strengths rather than frustrating or embarrassing faults—you will finally feel that confidence that has seemed so elusive for so long. You'll no longer have anything to hide or anything to prove, and you'll be ready to use your unique strengths to achieve the purpose God has prepared for you.

Self-Acceptance Is Not Selfish

Confidence develops by truly understanding who you are at your best *and* at your worst—by recognizing your blind spots, your biases, and your barriers—and then by practicing self-control to manage how your unique personality shows up in any given situation.

When we achieve this peaceful acceptance, we can shift our focus to serving and loving those around us without competition or comparison. I love the quote in Rick Warren's *The Purpose Driven Life*: "True humility is not thinking less of yourself, but thinking of yourself less." As we gain confidence, we can walk into any room, situation, or relationship and create space for others.

This is why self-discovery, self-reflection, and self-control are not selfish.

When you develop self-awareness and self-leadership, bolstered by the power of self-control, you'll begin to live in a state of unconditional self-acceptance, confident in your abilities and aware of your limitations. Only then will you be able to love and serve others in the fullness of God's power and design for your life.

Your Guide

My husband and I took the trip of a lifetime in 2019, journeying through Greece and Italy. We paused to spend extra time in the city of Rome, and it was there we connected with our guide, Luciano.

He was nothing short of amazing. He knew Rome like the back of his hand. He understood history, art, food, and shopping. As an ex-commander of the Swiss Guard, he knew how to maneuver the Vatican visit without long lines and provided strategic insights within the tour. At the Coliseum, we gained VIP access because of his contacts and learned about everything from architecture to gladiators to the unusual tidbits about bathroom habits during the fights. At Luciano's recommendation, we left our hotel at six in the morning to arrive at Trevi Fountain where we found ourselves being three of only a handful of guests as the sun rose, and we were able to throw our coins in without crowds or a wait. But, most importantly, Luciano understood

Bill and I and the kind of trip we wanted while visiting Rome.

The journey you're about to embark upon also requires a guide, at least if you want it to be successful. Sure, this book is a kind of guide, and I am a guide for my coaching clients. But a book or even a coach can only take you so far.

Luckily, we all have a Guide far greater than any book, One who knows everything there is to know about you and your destination. That guide is Jesus.

These chapters will serve you whether you have faith in Him or not. But my faith and experience have taught me that God is my Guide, whether I acknowledge it or not. He knows how to help me maneuver life, helps me wait until the right timing for the perfect "sunrise," and helps me know how I am wired for His perfect plans, the seasons my life will encounter, and who will journey along with me.

You can take this trip without a guide. But I wouldn't recommend it.

Instead, as Proverbs 3:5-6 states, I encourage you to "Trust in the LORD with all your heart and lean not on your own understanding; In all your ways, acknowledge him and he will make your paths straight."

We can't change the fact that life is full of uncertainty, risk, and hardship. But we can change the way we respond. The exercises in this book will help you to accept your assignments and face uncertainty with confidence grounded in the tools you've gained and the support of the One who never fails so that you're ready to move forward with anticipation of the future rather than fear or dread.

No matter your specific goals, this book will help you develop a quiet confidence that halts comparison and catapults you into the courage to accomplish the dream God has placed on your heart.

Reflect & Respond

1. What's your current view of confidence? What does the "confident you" look like? Take a few minutes to imagine this confident version of yourself. How are things different in your life because of your newfound confidence?
2. The most important question I ask my clients at our first session is, "How will we know my coaching worked?" I ask you that now. What does your life look like at the end of implementing the strategies in this book? Try to name something external in addition to any feelings you might name. This is important because feelings are subjective and hard to measure. What external, observable differences would you like to see in your life?

Some clients will say to me, "I finally want to launch my own ministry." Others will say, "I am tired of not having a quiet time or not following through with my goals or taking care of my health." Ultimately, what is your goal in picking up this book?

3. Are you a person of faith? If so, how do you experience the guiding hand of God? Think back on a difficult season when you had to make big or difficult decisions. Did your faith offer you guidance during that time? How so?
4. What would it feel like to know that Jesus is guiding every step on your journey into this next phase of your life? How would you respond differently to challenges if you knew, really knew, that He was right there with you, leading you forward?



WHAT IS
NEEDED
AT THIS
MOMENT TO
KEEP ME
MOVING
IN THE
DIRECTION
I'VE CHOSEN
TO GO?



**P
A
R
T**

1

Self-Awareness Through Self-Discovery

*“Search me, God, and know my heart;
test me and know my anxious thoughts.
See if there is any offensive way in me,
and lead me in the way everlasting.”*

Psalm 139:23-24

Let's try an experiment. On the inside cover of this book, write your name (*if you're reading digitally, find a Post-it Note*). Now put your pen in your opposite hand and write your name again. That's right, I want you to write your name with your non-dominant hand. I can imagine you carefully switching hands, tilting your head to the right or left, and even positioning your mouth and tongue in such a way as to somehow assist writing in this unnatural posture.

One of the things that strikes me whenever I ask groups to do this in person is that no one ever looks at me like I'm nuts when I ask them to write their name. They simply find their pen and paper and get to it. Some people will question details like, “Do you want my first and last name? Do you want it in cursive or printed?” (If you had any of these questions, you probably have some Mary Jane in our SHOE Assessment because you need details, want to do things right, and don't want to mess up the inside cover of your book.) But no one struggled to write their name with their natural hand.

YOUR CONFIDENCE COMPASS

No, it wasn't until our pens switched hands that three things probably happened:

1. It took you longer.
2. It was uncomfortable.
3. It didn't look as good as the name you wrote with your natural hand.

This exercise is a powerful illustration of what it feels like to work within your natural strength zone (using your dominant hand) and what it feels like to have to work outside of your comfort zone (using your non-dominant hand).

Take a moment to recognize how much easier it is to do things that are in your natural strength zone. Let's say you have a task that should take about four hours. If it's in your natural strength zone, it will feel like two hours. You'll glance at your watch and think, "Where has the time gone? It's past lunchtime." It actually energizes you, rather than drains you. Now imagine that task is something that's well outside your natural strength zone. The four hours will feel like six because the task is uncomfortable for you. Plus, it may take you longer because it requires more effort and concentration to make sure you did it right.

God will call us to do things outside of our natural strength zones and wiring from time to time. For example, I am not wired for statistics, analytics, or strategy. Math isn't my thing. I never got geometry or algebra beyond eking by with a passing grade. I checked out of math the year my teacher started putting tiny little letters into math problems like "X" and "Y." Yet, throughout my professional roles, I have had to write annual budgets that were reviewed monthly. Whenever budget time rolls around, I know I will be less comfortable than others might be and will need to allow a lot of focused time to create or review the numbers and maybe even have someone double-check a few things for me.

While we want to try to utilize our natural strengths as much as possible, there will be times when we have to do things that don't come as naturally to us. Knowing our personalities doesn't give us a "pass" on everything that's not our preference. Rather, it helps us understand

when certain things might be more difficult for us and to seek help when we need it.

Understanding and accepting the way you're wired is a crucial prerequisite for success of any kind. If you are naturally more reserved and you want to be belly-laugh, life-of-the-party extroverted, you will find yourself exhausted and competitive. There may be times when you need to be more social or outgoing than feels natural to you, and that's ok. Recognizing that it will be more challenging for you due to your wiring enables you to get the support you need for that challenge, and it empowers you to avoid positions where you have to do a lot of socializing. Instead, you can focus on opportunities that capitalize on your unique strengths.

Part I offers you a toolkit to help you look more closely at yourself and your life—your preferences, biases, and blind spots. You'll need a magnifying glass to help you zoom in on certain areas of your life. Next, you'll want a flashlight to illuminate things that may have been kept in the dark. Don't forget to grab a mirror to look intently at yourself and view an accurate reflection. You will also need a pair of lenses to help you see your perspective and to also consider others' perspectives on your journey. Finally, you'll need a compass to keep you oriented on what matters most.

With these tools at the ready, you'll understand yourself and how you interact with those around you better than ever before, entering into full-circle self-awareness, which is the first stop on the journey to true confidence.

Before you can decide where you want to go or how to get there, you have to first know where (and who) you are.

Let's begin.

Chapter 1

Who Am I?

“For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

Ephesians 2:10 NLT

One client, whom I’ll call Susie, came to me feeling ill-equipped and not enough, frustrated that she became exhausted from being all things to all people and wanting a way to lead herself and others the way her coworker did. She was so curious as to why her coworker seemed effortless in the way she approached her teams and tasks. Susie tried to imitate all of the things her coworker did, only to become more frustrated and fatigued.

When I begin a typical coaching appointment with new clients, I unpack their personality assessment results to get a sense of the way they’re wired. We call the best of our wiring our “balconies” and the worst of our wiring our “basements.” To set an encouraging tone, I start by looking at the client’s balconies. However, each time I began discussing one of Susie’s balconies, she would counter with all the reasons that were actually a weakness.

For example, she was highly organized with the capacity to implement vision, keep a myriad of details straight, and deliver projects on time and on budget with excellence. But in her mind, none of that was a gift. *Doesn’t everyone do this? Isn’t this how responsible women live?* Susie saw those characteristics as unimportant and her words showed she devalued them. In her mind, gifted leaders were charismatic, extroverted, and super conversational. She was a contemplative and deep thinker. As I figuratively held the mirror up to her, what God had given as beautiful skills she disregarded as ugly, small, and unimportant.

YOUR CONFIDENCE COMPASS

As we worked together, we explored how spending time trying to manufacture parts of her personality that were not naturally strong left her drained, just like her iPhone at the end of the day. When she could spend time thinking, planning, organizing, and implementing, she found her battery recharged quickly. She was naturally wired for executing tasks, implementing vision, and project management. But, somewhere along the way, she told herself none of that was special, needed, or even useful. In short, she didn't recognize her own strengths, and so instead of capitalizing on them, she dismissed them and focused all of her attention on trying to be someone she wasn't.

As we worked together, not only did she change how she viewed her strengths, but Susie also began to block her calendar to have increased times of planning, focused working, and implementing. Since those things came naturally to her, she found herself with more energy every day.

What an honor it was to work with her to redefine what a strong, confident woman looked like. And when she looked into the mirror when we were done, she saw one looking back at her. When was the last time *you* took a good, long look at yourself in a mirror? I mean, *really looked*, not just the appraising glance you take before you run out the door.

My guess is it's been a long time.

And it's possible that, like Susie, when you do look, you see yourself through a lens that distorts your true strengths and weaknesses.

Know Thyself

Focusing on yourself first—or at all—might seem counterintuitive in a faith-based coaching book. Shouldn't we be focusing on others and how we can serve them?


Scripture is constantly pointing us toward selflessness and service. For example, Philippians 2:3 (AMP) says, "Do nothing from selfishness or empty conceit [through factional motives, or strife], but with [an attitude of] humility [being neither arrogant nor self-righteous], regard others as more important than yourselves." Doesn't that mean we should focus on others and avoid thinking too much about ourselves?

While the Bible does encourage us to serve others, pouring out to others while ignoring yourself creates physical, emotional, and spiritual deficits. We all know of (or were) the helicopter mom who did everything for her family at the expense of her own needs. Or the corporate executive who gave everything to her supervisor yet ignored her own doctor's appointments, mammograms, and dental checks. Or for you, it may be borderline codependence trying to keep the peace in your home by making up for others' behavior to no avail.

We've all heard the sayings, "*Put your own oxygen mask on before helping others,*" and "*You can't pour from an empty cup.*" They speak to the reality that we have to take care of ourselves first if we're going to be able to serve others well. .

It's also true that when we understand ourselves better, we can be more effective in our service to others. The Body of Christ is designed so that we all use our creative wiring, skills, and gifts to build up the body. How can we be used powerfully within the body if we don't see the uniqueness of our contributions?

More than thirty years ago when we joined our church, we were asked to consider an area of service. Since I had small kids, it seemed logical to start on Wednesday



**WE HAVE TO
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night nursery duty. It was a very task-focused, crawl-on-the-ground assignment (not to mention it was sticky and messy). I found this draining, overwhelming, and generally uncomfortable. I knew God had given me unique gifts to be used in my local church, so I continued to talk with our women's director, Mary Ann, to find my sweet spot assignment. Since my personality leans more toward motivating, influencing, and leading, I eventually found a much better assignment leading a small Bible study that later allowed me to lead all the mom's studies, managing training for the leaders, and recruiting new leaders. This self-awareness led me away from the hands-on task of rocking babies that left me fatigued and into leadership and training that left me fueled. Even after a long day of training, I was energized by the assignment because it aligned with my creative design. Plus, I did a much better job at training than I did at rocking.

Please note: *Babies still needed to be rocked. I did my parental duty helping in the nursery when needed. I just didn't expect it to fuel me like leading women or recruiting leaders.*

Understanding my strengths and weaknesses allowed me to serve more powerfully and make more of an impact.

You might be worried that too much time looking inward will make you selfish or conceited, but I can assure you that is not true. You can become more self-aware without being selfish, inappropriately ambitious, or vain. Becoming more self-aware will allow you to serve others even more selflessly.

We all need a balance of *self-focus* and *other-focus*. When we combine self-awareness with an awareness of how we interact with others, it leads to emotional intelligence and enables us to discern when and how to use our gifts.

For example, I have the gift of positivity. There are countless times God has used this gift through me to affirm, develop, and motivate others. However, there are just as many times when someone is hurting and processing pain or loss that my positivity and faith that things will work out isn't useful for them to hear at that moment. It diminishes what they're feeling and shuts down their processing. Understanding that about myself allows me to recognize when my strength would be a weakness.

I'll share one more example. I'm an early riser and love mornings. On family vacations, I continue to awaken by 5:30 a.m. each day. By the time my family wakes up, I've had three cups of coffee, quiet time, and scrolled social media finding out the news for the day. I used to greet my night-owl family members with my chatty, playful, enthusiastic morning self, and I would feel irritated when they seemed grumpy or didn't reciprocate. However, as I became more self-aware, I realized what felt fun and friendly to me was inconsiderate to them. They had barely opened their eyes and still needed some time to ease into the day. I learned offering a quiet "good morning" and quick smile was the best way to care for them in these early hours on vacations. This is just one example from my life of how self-awareness has led to richer relationships. Quite the opposite of selfish ambition.



The Source of Your Identity

I stumbled on an article once that said when the Kardashians took a selfie, they always kept the iPhone above them because looking up was the most flattering angle. While I was tempted to dismiss this as vain selfie culture, it did make me think about how looking up does give us the best possible perspective of ourselves—only in a different way.

To be a truly confident woman, we need to avert our eyes from the world, look up and gaze upon the truth God says about us. Only God sees us perfectly, and our true identity is found only in Him. We will wrestle with finding our identity in God because we are tempted to find it in the success of our careers, promotions, titles, and salaries. We also want our children to be successful so we can find our identity in that success. If we are single, sometimes we want our identity to be in getting married. If we are married, we will be tempted to find our identity in our husbands. But none of these pursuits give lasting confidence.

In fact, when our identity is found in God, we can navigate being passed over for that promotion. We can stay single when all our friends are getting married. We can let our husbands be who they are and not try to form them into a version that makes us look good. And we can allow our kids to find their own identity through the changing seasons of their lives . . . the good, the bad, and the ugly. This kind of confidence reveals a woman who can be content in her present reality and still ambitious for the dreams God has laid on her heart.

Who are you giving permission to define you? Social media accounts? Maybe it's time to unfollow or mute a couple that tempts or discourages you. Your mom? No matter how wonderful your momma is, her plans for you may not align with your God-given purpose. Your boss? She can be the best boss in the world, growing you, developing you, and promoting you, but she is not your plumb line for confidence. Who is it for you? Your siblings? A gym teacher from thirty years ago? Your Bible study friends?

Look up, my friend. Decide now to look away from the horizontal mirrors that falsely promise to give us confidence. Instead, look into God's vertical mirror and allow Him to show you who He dreamed you to be. Trust Him to arm you with strength for the pieces of your life that turned out to be the opposite of what you thought. Let Him have the messy and undefined circumstances and believe He will strengthen and define you as you walk forward.

If the SHOE Fits

If we don't know who we are, we waste our energy trying to be someone we're not. We look to others we admire for an example of who we should be. While it is wise to have godly examples, we often misread how unique their wiring and experiences are. We seek to replicate what we admire in others only to find ourselves exhausted and competitive because being "them" doesn't fit us.

The story of David and Goliath illustrates the importance of knowing ourselves and trusting our unique identity. 1 Samuel 17:38-40 reads:

“Then Saul dressed David in his own tunic. He put a coat of armor on him and a bronze helmet on his head. David fastened on his sword over the tunic and tried walking around, because he was not used to them. “I cannot go in these,” he said to Saul, “because I am not used to them.” So he took them off. Then he took his staff in his hand, chose five smooth stones from the stream, put them in the pouch of his shepherd’s bag and, with his sling in his hand, approached the Philistine.”

David understood that when he tried on Saul’s tunic and armor, they made him uncomfortable. David preferred to go in his own style to fight the giant, using a shepherd’s bag and slingshot.

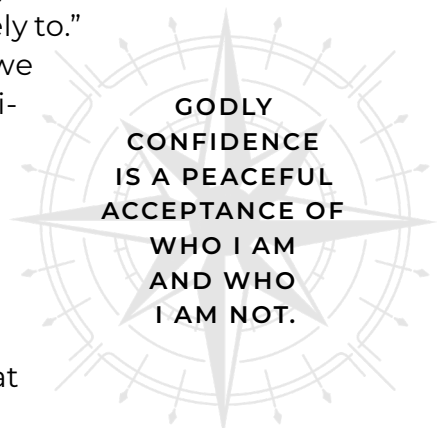
The same is true for us when we try to mimic others’ styles. We walk around in a suit that wasn’t designed for us. The sleeves are dragging on the ground, the buttons are about to pop, or the pants are high-waters. We become uncomfortable and exhausted.

We each come into this world bent a certain way or leaning in the direction of our natural wiring. Of course, over time, we are influenced by people, experiences, and peer pressure. However, a reflection of Christ that is unique to each of us is etched deep inside.

Yet, when it comes to being ourselves in front of others, we often get self-conscious. We feel like we have to conform to the world or be like other people instead of just being who God made us to be. We’re afraid they might think we’re weird, even *peculiar*.

Even though we might use it as an insult, the word “peculiar” actually means “belonging solely to.”

As Christ-followers, Hebrews 10:10 says we are holy and set apart, and this definition of peculiar confirms that we have been wired, created, fashioned, and equipped to stand apart. (That makes a lot of sense now that you think of the family member you’ve always considered as peculiar, right?) Seriously, I love using the word “peculiar” now that I understand this definition.



YOUR CONFIDENCE COMPASS

You see each one of us has a unique contribution to make to the Body of Christ and to our families, neighborhoods, churches, communities, and workplaces. Understanding your unique personality allows you to accept who you are and stop trying to be who you are *not*.

It takes an incredible amount of humility expressed as confidence to simply be who we are without giving too much unnecessary energy to thinking of ourselves or what others think of us. This is the confidence with which we should steward our God-given personalities.

I like to call it “godly swagger.” The difference between worldly arrogance and godly confidence is seeing who God created us to be. Worldly arrogance is more of the end zone dance begging for attention. Godly confidence is a peaceful acceptance of who I am and who I am not—and willingly letting others be who God created them to be.

This chapter will reveal your unique personality in a playful way by identifying you as one of four different types of SHOES: Workboot, Stiletto, Mary Jane, or Flip Flop. (What girl doesn’t like to think of a pair of shoes?) Each type has unique strengths and weaknesses. When you take that personality style and consider your spiritual gifts, skill set, birth order, the generation you’ve been born into, and other unique experiences, you will be able to name exactly who you were designed to be.

For example, my husband and I are very different than one another. Bill is a Workboot, which means he’s the strong, silent type. I, on the other hand, am a verbal processor which is a classic characteristic of the Stiletto personality type. One of my husband’s favorite sayings (kiddingly . . . kind of) is, “I think people should only speak if they can improve upon the silence.” Yes, deep down all Workboots love the bottom line and periods of silence. Whenever Bill has that look on his face, I remind him that, as a Stiletto, I *always* think my speaking improves upon the silence. I love the sound of my voice, and I often talk to the dog . . . even when no one else is home. Almost thirty-six years later, Bill and I are learning how “peculiar” we both are. The SHOE Model helps us to understand the ways we are different so we can allow ourselves the space to be who God created us to be.

Understanding your SHOE, both the strengths and weaknesses, will allow you to be in more meaningful relationships, pursue a career that uses your unique wiring, and have more focus as you serve in your community, all because you learn to be in the comfort of your own skin. That comfort doesn't mean we won't get tired or the projects we focus on won't be difficult. It simply means it will be the best tired we have ever felt, because we are aiming for the best of who God created us to be as we engage the people and projects around us.

A Word About Bias

Back when I first started studying personalities, I mistakenly and privately believed there were several different personality styles and thanked God I got "the good one." Twenty-plus years later and I've been humbled by the reality that I have some strengths that are super and some weaknesses that are downright irritating to me and to others. Just ask my family, friends, or teammates.

Personality bias or "SHOE bias" means over-valuing or under-valuing your SHOE personality. Or, over-valuing or under-valuing someone else's SHOE personality. As a Stiletto, I am motivated more by people and feelings than by tasks and logic. I recall a teammate I used to work with who said, "Aww, you have all those touchy-feely strengths." I knew immediately in my gut her intention was kind, but her bias was clear as she had strategic wiring and often dismissed relational interactions.

We all have bias. We are human and can never be fully neutral. However, we can become aware of our bias and how it changes our interactions.

Your bias walks into the room with you whether or not you know it. It sits in your team meetings displaying itself as the look on your face, your level of engagement, your body language, and, in more overt cases, your eye rolls. It rears its head when you're detached and prefer to work on emails rather than participate in the conversation. Your spouse, friends and teammates all feel it. This is why learning to look through each other's lenses is so important. We can learn to see things differently. What your bias may have told you is a weakness can actually be an important and productive part of someone else's personality.

When we identify our bias, we can redirect and manage it. I was coaching a client who was incredibly strategic and intellectual. In one of our sessions, he was brave enough to admit, “I usually think I am smarter than most people.” That led to a powerful coaching discussion about how he was placing greater value on his intellect than the relational skills some of his coworkers had. As we peeled back the layers of this bias, I asked what impact this had on his coworkers. He obviously never walked into a conference room saying, “You are all less intelligent than I am;” but boy, his coworkers sensed it. We had a great session talking about the impact that bias had on others and how he could learn to see their personality contributions as significant as his.

Bias can also go the other way. We can sometimes see a strength someone else has and compare ourselves to them negatively.

I recall one of my early Executive Team meetings at Proverbs 31 Ministries, where we all had to bring our metrics. One of my teammates, Amy, brought hers on an elaborate and color-coded pie chart spreadsheet. I had no idea you could turn a spreadsheet into a pie chart, let alone color code it. This was a shining example of gifting that was *surely* not mine! Meanwhile, I had my metrics on what felt like Post-it Notes compared to Amy’s. I left that meeting determined to bring a shiny spreadsheet to the next meeting. I went so far, I’m ashamed to say, as to Google “spreadsheets for dummies.”

It was then I felt a nudge of the Holy Spirit say, “Just go ask Amy how she does that.” It was when I asked Amy about her masterful spreadsheets that she quickly and effortlessly prepared a template for me that I could use repeatedly. When I simply leaned into her strengths, the wedge of comparison fell away, and Amy and I became closer. In fact, Amy began to enlist my insights before sending emails that could be too direct or, better yet, needed to be a face-to-face conversation. She leaned into my gift of intuition with people, and I leaned into her gift of thinking strategically.

That is the design God has for us within the Body of Christ. Instead of creating wedges of comparison that keep us distanced from one another, our differences should cause us to lean into one another, if only we’ll take the risk to rely on each other.

When we compare our wiring with someone else's, whether positively or negatively, we place a wedge between them and us. Competitive comparison creates distance in our relationships, which means we always end up losing. Instead, we must try to view the differences between us and those around us as opportunities to connect like two puzzle pieces interlocking. They have what we need and we can share what they need.

The Four SHOES

Now it's time to take your SHOE Assessment. I am a Certified Behavioral Specialist in the DISC Personality Profile, and I created the SHOE Assessment to provide a fun and brief way for you to gain insights on your creative wiring.

When you're looking at the descriptions, don't get bogged down with what you disagree with, but focus on what you can relate to. What strengths does it confirm and what areas of improvement does it highlight for you? Ask yourself, "What is this assessment confirming and what is it shedding light on? How can it help me become more self-aware?"

Stop and take the SHOE Assessment now. Flip to the Appendix to access the assessment.



You should now have your top two SHOEs. You might be more dominant in one or fairly balanced between the two.

As you can see on the graphic above, the SHOE system organizes personalities according to their attitude (assertive vs. reserved) and their motivation (tasks vs. people).

The Workboot and Stiletto are more assertive by nature, which means they will most likely initiate conversation or commentary, whereas the Mary Jane and Flip Flop are more reserved. They will likely wait until someone initiates conversation with them. Workboots and Mary Janes are more motivated by tasks, while Stilettos and Flip Flops are more motivated by relationships and people.

Remember, our goal here is not only to understand ourselves better. It's also to understand others better, including how we're different. So, I encourage you to get to know all the SHOE types, not just your own.

Let's look at the strengths and weaknesses of each of our SHOEs, shall we?

Wanda Workboot

Workboots are task-oriented and assertive, which makes them strong, decisive leaders. It won't take you long at the playground to figure out which toddlers are Workboots. They are taking charge, deciding what game to play, choosing what positions all the other toddlers will play in, and determining how long to play the game.



If you want to motivate a Workboot, give them a challenge or goal to meet. They love to win and are highly competitive, though that can also make them sore losers.

Workboots make quick and accurate decisions and like to take action. They have a strong work ethic with a high tendency to overwork if they aren't careful. They get bored sitting in endless meetings. If you want to make a Workboot mad, have a meeting that should have been an email. They like to keep a fast pace without getting bogged down by details.

Because Workboots prefer tasks, action, and metrics, it can feel that they care more about the business side of things than the people.

Strengths

Impartial – Workboots have the advantage of being unemotional. That may not sound like a strength, but being able to make decisions outside of emotion is a gift. (But, like any strength, if carried to an extreme, it will become a weakness.) Workboots can make logical decisions under pressure without getting swayed by others, but they can also stomp on other's feelings unintentionally.

Visionary – Workboots will venture into new territory. They can figure things out along the way as they focus their strategic thinking and visionary gifts. So many entrepreneurs are Workboots who have created new and fresh innovative products and processes.

Discerning – Workboots have a strong gut instinct and discernment. When they are healthy, their instincts are strong and can be trusted.

Hardworking – As their name implies, Workboots enjoy working and like to stay busy, which often means they work longer and harder than everyone else. My husband serves our family tirelessly beyond just his profession. You can always find him on the weekends helping fix, create, or begin something in the garage to help his family. He has more energy than the rest of us combined! If you need to get something done, you want a Workboot in your corner.

Weaknesses

Confrontational – Workboots tend to thrive on opposition. They enjoy a good debate, and they genuinely don't mean any harm because they love to spar with others. However, this can feel like constant bickering or fighting to other personalities. I have seen this in Bible studies through the years that a Workboot will challenge interpretations of Scripture and other people's comments. When misunderstood, this can feel like a fight; in reality, Workboots enjoy engaging things from different angles. This reminds me of our English saying, *devil's advocate*. Now, this phrase has nothing to do with the Evil One, but the Cambridge Dictionary defines it as:

“someone who pretends, in an argument or discussion, to be against an idea or plan that a lot of people support, in order to make people discuss and consider it in more detail.”

Bossy – Another possible weakness a Workboot is probably used to hearing is that they can be quite bossy. They are great leaders, but they can often come across as just downright commanding, barking orders right and left. A healthy Workboot is a snowplow making the way ahead safe for others. An unhealthy Workboot is a bulldozer leaving a trail of exhausted and upset bodies.

Impatient – Workboots love action and will often become agitated when others take longer to arrive at a decision or discuss a project. This impatience can often result in them quickly losing their tempers with others. They are so visionary and trust their guts that even though they often ask people’s opinions, they don’t allow others to arrive at their own conclusions. If a Workboot can be patient enough, others will most likely agree with the Workboot’s initial instinct, but they need to arrive at that conclusion in their own time, rather than being dragged there too quickly.

Unsympathetic – Since Workboots are such hard workers and “get ‘er done” people, they will work remotely with a 103-degree fever and wonder why you don’t too. They love phrases like “buck up, buttercup!” and can appear unsympathetic to someone else’s needs. One Workboot told me she literally had the tip of her finger cut off at her job and promptly had it put on ice so she could work through to the end of her shift before going to the ER. She could not have been prouder of that story of perseverance, and it’s a classic example of why Workboots don’t have much sympathy for others.

One note here for women who are Workboots: many of the Workboot’s characteristics are often considered in our society to be “male” traits. For that reason, many female Workboots find they are often misunderstood. Men can have these same characteristics and are applauded, yet when women demonstrate these strengths, they are labeled . . . *you know what*. If you are a misunderstood female Workboot, sit and soak up how which God sees you. Work on your weak areas, but don’t shy away from being the strong vessel you are. Allow your strengths to be used for God’s glory and walk in the assurance that you are a reflection of Him.

Stacey Stiletto

Stilettos are people-oriented and assertive, which makes them people magnets. Others are naturally drawn to their joy and playful passion. They have a wonderful sense of humor, and their laugh can be heard long before they arrive in a room. People will often say yes to their invitations because they know their Stiletto friend is always on the cutting edge of something worthwhile.



If you've given birth to a Stiletto, you may have noticed that they are the class clown. They use your fireplace hearth as a stage to perform all sorts of acts for your enjoyment. They're comfortable in front of a crowd and love being the center of attention.

They are bent toward influencing and moving others to action through authentic motivation and affirmation. Encouragement is a powerful characteristic in any family, church, or business.

Strengths

Friendly – Because they are assertive and social by nature, Stilettos can make BFFs in any location. If they are in a grocery line for more than five minutes, they've managed to chat with every person behind them and in front of them, and have traded contact info with at least three people.

Positive – Stilettos are incredibly positive and their passion is contagious. Stacey Stiletto is a cheerleader, using encouragement and authentic motivation to spur others on. They can always find a silver lining and don't give up easily.

Inspiring – People look to Stilettos as influencers and trendsetters. This influence can be something as small as sparking the latest fashion trend or as impactful as bringing friends to church services, conferences, and Bible studies. They inspire people and are often found as upfront presenters for the PTA, at church, and at work.

Engaging – Stilettos tell great stories and are strong communicators. They are selected as vision casters in their church and organizations

because they can communicate in a way that connects a person's heart to a mission, project, or initiative.

Weaknesses

Too talkative – As a Stiletto myself, this is my number one weakness. As I mentioned earlier, I love the sound of my own voice. When I worked towards my coaching certification, we learned the acronym that I have shared many times: WAIT (*Why am I talking?*). It's designed to help us think before we talk. This acronym can be especially useful to Stilettos, because we often speak before thinking and scramble to put words back in that are insensitive, ill-timed, or inappropriate. Stilettos are genuine verbal processors. It is important they feel heard and have the opportunity to talk through their decisions, conclusions, and insights. However, Stilettos need to learn that not every situation requires this verbal processing and that they can also process via journaling or even voice memos rather than lengthy discussions that can exhaust others.

Toxic Positivity – Though positivity is a strength, Stilettos can be overly positive. Why is that a bad thing? Because Stilettos are glass-half-full people, they can often avoid sitting with people in pain or overuse their positivity to gloss over someone's suffering, rather than just being present and listening to someone who is hurting.

Unscheduled – Because the Stiletto is suppressed rather than comforted by a schedule, they often run late. It is common for a Stiletto's family to tell (a.k.a. lie) Stacy Stiletto that Thanksgiving dinner will start earlier than usual to trick her into being on time. Stilettos also enjoy being spontaneous and love to make last-minute plans. But this can be frustrating to other types who like to have a plan and stick to it. Then, Stilettos also wonder why others can't just relax and have fun.

Easily Distracted – A Stiletto can have the best of intentions to stay home Saturday and finish their laundry only to reply "Yes!" to their friend's text to meet for coffee and shop. They're like the dog in the movie *Up* who would stop talking mid-sentence to chase a squirrel. That's why reducing distractions is crucial for Stilettos. Social media can be particularly distracting since that social pull is so strong for them.

Merry Mary Jane

Mary Janes are reserved and task-oriented, which means they love to work behind the scenes to make sure everything runs according to plan. Quality, excellence, and consistency are Mary Jane's core values.



They are low-risk individuals. They deliberate over options and outcomes. Questions like “Can we afford it?”, “Can we insure it?”, and “How have others done it?” help them assess risks before making a decision or taking action. They create, follow, and guard processes, systems, and forms. And Heaven help you if you don't follow their ordered process! Our daughter is a strong Mary Jane who works in corporate America analyzing risk and return. She was a cautious toddler who seemed to be assessing risks from a very young age. We love seeing how this trait matured and enables her to benefit others. HR tends to attract a lot of Mary Janes because of the nature of needing to follow a procedure and manage risk.

They are the most prayerful of our four SHOEs because they don't just say they will pray . . . they actually do it. Mary Janes typically have a system for praying each day of the week. Monday, they pray for Africa. Tuesday is for work teams, projects, and coworkers. Wednesday is for meetings with the pastor, Bible study leaders, etc. You get the idea.

If you've given birth to a Mary Jane, you're probably impressed with your parenting skills. Why? Mary Janes seem parent themselves. They are excellent students, follow the rules, and even tend to be tidy in their rooms because they innately love order.

Strengths

Thoughtful – Mary Janes are thoughtful in two ways. First, they will remember you like your coffee black or are allergic to seafood. They're also contemplative, often enjoying times of silence to ponder. Unlike our Stiletto, a Mary Jane always thinks before speaking. This gives them a chance to pray, identify what they are trying to communicate, and time their comments in a way others will receive it well. They also like space alone to ponder thoughts privately. Our daughter

(who would be a Mary Jane in the SHOE Assessment) used to come home during her early elementary school days and need ten minutes on the swing playing quietly before she engaged in homework or conversation.

Loyal – Mary Janes are self-sacrificing friends, though it may take you a while to get close to them because they are reserved and more guarded until they get to know you. Once you develop a friendship with a Mary Jane, they are faithful and loving.

Organized – Mary Janes love to organize things. (I would suspect Marie Kondo is a Mary Jane.) They love the Container Store because they want their lives in clear plastic boxes with white labels on the outside. Organizing is a form of self-care for a Mary Jane.

Detail-Oriented – Mary Janes are capable of juggling more details in an accurate and organized fashion than the other three SHOEs combined. They seem like they have six hands and an expanded brain to hold all the varying responsibilities, commitments, and itemized action steps associated with each task. They pair well with Workboots, because Workboots like the tasks but not the details. Thus, Mary Janes can implement vision and create the process to bring it forth on budget, on deadline, and with excellence. When our daughter was in kindergarten, she would tell us she could see patterns and detail in the ceiling tiles, but she couldn't tell where they began and ended. A Mary Jane notices details and seeks to strategically analyze them.

Weaknesses

Perfectionistic – If you're a Mary Jane, your standards for yourself and others are always so high (and often unattainable) that you and others close to you consistently know they fall short of your perfect standard. Over time, this weighs on your spouse, children, and teammates. No matter what they bring to the table, there is always something that could be done better. Instead of appreciating that your kids cleaned the kitchen (yay!), you're keenly aware there is still maple syrup on the counter. Perfectionism creates a wedge in any relationship because it leads to unattainable expectations,

causing others to give up, avoid the Mary Jane, and feel insecure when they understandably fall short of perfection.

Overly Detailed – Because you typically have a memory like an elephant and enjoy accuracy, you may find yourself correcting others on things that just don't matter. Like when your husband shares that a story happened in the Fall, and you correct him because it occurred in the Spring. I witnessed this with a friend who interrupted her husband to clarify, "Honey, it couldn't have been in the Fall, because I remember wearing a sundress and I wouldn't have worn that while it was cold." Does it really matter? One of my mentors told me a long time ago, "Do you want to be right or do you want to be well?" Mary Janes might need to lighten up on things that can slide so they can focus on the non-negotiables that must be accurate, like your income taxes, budget, etc.

Overly Scheduled – As a Mary Jane, one of your strengths is discipline, focus, and routine. However, this can lead to a lack of novelty, and you may want to try something fresh and spontaneous. Heck, even parking in a new location or using a different workout machine at your gym reminds you to shake it up a bit. This is especially important if you're in a relationship with a Stiletto who loves spontaneity. Regardless, it's important to be able to roll with the punches when life happens and plans need adjusting. If nothing else, try to schedule some unstructured time to just "be" once in a while. When you experience the tension that arises within you when your plans are interrupted, take deep breaths and accept your revised limitations.

Overly Prepared – While Mary Janes think before speaking, they may also ruminate too long or wrestle too much with a problem, conversation, or situation. They often spend too much time preparing to do a project, running the numbers one more time, or waiting until the timing is perfect. Rarely will there be a "perfect time" to have every possible outcome examined and thoroughly covered. Sometimes, in the fast-paced world we live in, we just have to think through a few scenarios, then jump and figure it out as we go.

Critical – Mary Janes can be very critical, both of themselves and of others. God has wired them as critical thinkers and problem solvers, which are powerful strengths. However, when used to criticize or

judge someone else, this can be so damaging. If you're a Mary Jane, you may not always say your critical thoughts out loud, but you may still entertain them in your head like, "I cannot believe she wore that dress to church." Be careful not to encourage this critical spirit in yourself and instead remember we're all imperfect.

Pessimistic – Mary Janes are realistic and bring much needed logic to various situations. But they also like to spot potential problems and point out all the ways things could go wrong. This can be misunderstood as pessimism, particularly if the timing and tone are off. For example, during a church event team meeting, someone (maybe a Stiletto) has an exciting idea and says, "I think we can release 10,000 balloons at the end of our conference in order to create a marked moment of what the women are releasing to Jesus." Before she can even get the words out of her mouth, the Mary Jane shoots it down saying, "We tried that in 2004 and we all got muddy from the field and cited from the city for not having a permit." *Womp, womp.* Instead, try framing it differently: "This has a lot of potential, Stacy. Thanks for this great idea. Let me check the permit and weather so we can make sure our guests and city have a great experience."

Frannie Flip Flop

Flip Flops are laid-back and people-oriented, which makes them easy-going and reliable peacemakers. They genuinely love people and enjoy face-to-face, one-on-one quality time listening and pondering all that is going on around them. They are observers, taking things in without inserting themselves much. They genuinely enjoy and appreciate others' way of doing things.



The Flip Flop is a peacemaker who brings harmony to relationships just like an orchestra conductor brings together all the notes of varying instruments into a lovely melody. At their healthiest, the Flip Flop can be a strong voice in conflict, building bridges, pointing out common ground, and seeing two sides of an issue objectively.

Flip Flops possess a unique wit, but not the laugh-out-loud humor of a Stiletto. It's more the quiet wit of a schoolmate who tells a joke in

the back of the room, but then you are the one who gets in trouble with the teacher.

One of the single biggest characteristics of the Flip Flop is that they avoid conflict at all costs. While this helps them mediate harmony among others, and while they will stick up for others if they see injustice, they avoid causing conflict when it involves them personally. That can lead to resentment and, eventually, explosions from a Flip Flop who has stuffed her feelings too long.

If you are in a relationship with a Flip Flop, take a moment to write or text them, and share how grateful you are for their life and apologize if you've taken them for granted. They are the most invisible of the SHOEes preferring to work behind the scenes rather than center stage. What a gift they are!

Strengths

Laid-back – Relaxing with a Flip Flop is easy because they seek comfort in all they do, whether it's their yoga pants, casual posture, or hospitable style. Because they are never in a hurry, you can sense their patient attentiveness. They're also happy to go along with the preferences of others and rarely have strong opinions. Instead of having conditions and requirements, they just want to be together.

Loyal – Other personality assessments might call our Flip Flop "The Golden Retriever," capturing their core characteristic of loyalty. Our son shares this trait as we've observed his loyalty to relationships, sports teams, and even hobbies. What he loves, he loves completely. Flip Flops are extremely loyal to family and friends, and one powerful way to see them face conflict is when they are defending their family from those who have done them wrong. You don't mess with the people a Flip Flop loves. Suddenly, the laid-back Flip Flop becomes a fierce protector.

Accepting – Also like a golden retriever, Flip Flops are warm and safe. Flip Flops make space for others and accept them where they are without expectations. They can compassionately sit with someone in pain and create space for processing without the need to fix them.

Caring – Because of their loyalty, they are often the glue that holds a family together. Our son, who is a Flip Flops is always pulling the family together and focusing on the family's connections, often checking on others and creating ways to connect through arranging meals, watching movies, and being attentive.

Weaknesses

Unmotivated – Flip Flops are always *fixin'* to do something (*insert Southern accent*). They intend to do something, but they never actually get around to doing it. I had a Flip Flop friend years ago who received lovely, framed prints for Christmas. I visited her home in February (her Christmas tree was still up . . . thought there were no more needles on it, just a stick full of bare branches and ornaments), and her lovely prints were leaned up against the wall which would become their home. Sitting on the table next to them was a hammer and nails, but my Flip Flop friend was still *fixin'* to get to it. Procrastination can be a huge source of frustration for family, friends, and workmates. As a Flip Flop, you need to create some motivation for work projects, perhaps by drawing motivation from the relationships associated with the task.

Passive – Akin to lacking motivation, a Flip Flop tends to do bare minimum in any setting. While this can be wise in some situations, it may keep them from progressing in others. Flip Flop moms attend school functions, but never join the PTA. They attend Sunday services yet never venture into a Life Group. They respond to invitations, but are never the pursuer of others or the maker of plans. Flip Flops often enjoy observing situations rather than actually participating in them. For example, while on a mission trip with a Flip Flop, I noticed they did a lot of fun talking but almost no work. It created a lot of frustration for our other teammates who were sweating it out in a strange culture and stifling hot weather. Which leads to the next possible weakness . . .

Lazy – Flip Flops remain so laid-back and comfortable that they are actually, *dare I say it*, lazy in their weakest state. I knew a toddler who had learned how to tie his shoes, but his parents couldn't get him to ever do it, so they purchased Velcro shoes only to find their lazy

Flip Flop toddler thought it was too taxing to bend over to apply the Velcro. The toddler's solution was to jam their feet into their shoes from a standing position, thus turning them into Velcro clogs.

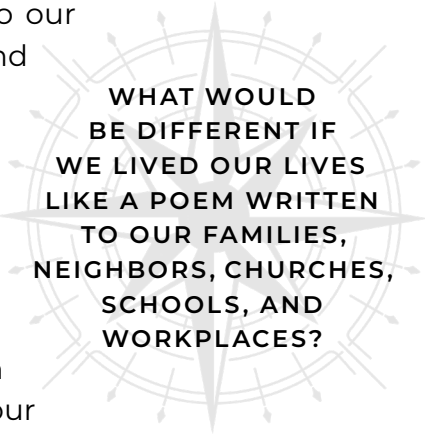
Indecisive – Flip Flops want anyone other than themselves to make their decisions. They frequently ask, “What do you think I should do?” When our son was two, his grandparents had Friday night sleepovers which meant a trip to the local Dollar Store to choose one prize. Long after his sister had selected her book or crayons, Connor would still be in the truck aisle with Papa, holding two trucks and agonizing over which one he should choose.

A Masterpiece in the Making

When I work with clients on personality behaviors, I often hear, “Well, that isn't so special. All I do is create spreadsheets. Doesn't everyone?” No. Those spreadsheets are an indication of a skill of creating order, systems, and processes, and not everyone can do that. Whatever that skill is for you, it is special and valuable, even if it doesn't seem that way to you.

The verse at the beginning of this chapter (Ephesians 2:10) refers to us as *God's masterpiece*. What would happen if we really believed that we were created in the image of God and trusted that what He placed within us is part of His mark on our world? The Greek word in that verse for masterpiece is the word *poema*, from which we get our English word “poem.” What would be different if we lived our lives like a poem written to our families, neighbors, churches, schools, and workplaces?

That kind of confidence is rooted in knowing who we are in Christ. Godly confidence accepts and uses the traits God has placed within us, but also accepts and releases the traits God has left out of us. We are puzzle pieces within the Body of Christ. As each of us does our



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own part, we find that we have what others need and others have what we lack.

We are made to be masterpieces. But we are all still under construction and will be until we stand before Jesus in Heaven. We should participate with God in the process of polishing our strengths and chipping away at our weaknesses. As we do, we'll fit even better with the puzzle pieces around us.

There is no one else like you. I love the phrase "Be you . . . everyone else is taken." The Message translation of Romans 12:4-5 says, "In this way we are like the various parts of a human body. Each part gets its meaning from the body as a whole, not the other way around. The body we're talking about is Christ's body of chosen people. Each of us finds our meaning and function as a part of his body." Bring your strengths before God with gratitude for how He's gifted you and is using you in your family, church, community, workplace, and the Body of Christ.

Offer your strengths back to God. Own and appreciate what He's placed within you, your ability to organize, lead, listen, influence, etc. and ask Him how to use His gifts to bring Him glory. In the same way, bring your weaknesses to Him and, if they have become sinful, confess them. Ask Him to remove them and tell Him that you're wanting to change. "God, I'm tired of running late, being judgmental, talking too much, being bossy . . ." If you could have removed them in your own strength, you would have by now. Most of the weak areas that frustrate you have likely done so since early childhood. 2 Corinthians 12:9 says, "My grace is sufficient for you, for my power is made perfect in weakness."

Let God do His work in both your strengths and weakness. Consider the statue of David. There's a story that when Michaelangelo was asked, "How did you take a block of marble and turn it into that masterpiece.", he replied, "It was easy. You just chip away the stone that doesn't look like David." Friends, when God does His deep work in you, He's polishing your strengths and chipping away your weaknesses, working to make you into a reflection of Jesus. Because when people look at you, He wants them to see Him, not you. Let God do His work.

The Layers of You

You are more than just your SHOE personality. Yes, it is wise to identify your personality, but you are also your spiritual gifts, your birth order, your love language, your life's experiences, the generation you've been born into, and more. It is the combination of all these elements that creates the masterpiece God created you to be. That is why you can sit next to someone who has the exact same "SHOE combination" as you do and yet behave very differently. It's like when you combine hydrogen and oxygen, both powerful on their own but combined, you create something altogether different depending on the proportions. One form is water, and another is hydrogen peroxide.

Also, remember that our personalities answer to us. We don't answer to them. The purpose of learning about our wiring is so that we can use that knowledge to make better decisions, rather than running on autopilot. We have the Holy Spirit to temper our actions and responses.

The self-awareness you're developing in this chapter is the beginning of emotional intelligence: the ability to recognize your emotions and those of others, and to decide how to respond, rather than being controlled by them. The Flip Flop, for example, has the desire for peace, which can lead to people-pleasing. However, when asked for an opinion, a self-aware Flip Flop must not lie or give in for the sake of perceived peace. The Flip Flop personality may be your natural inclination, but it is up to you to say something that you know will lead to healthy and needed conflict.

Let's not use our personalities as an excuse for poor behavior. Even the good things that are tucked inside our strengths can become weaknesses if they're carried too far. As the saying goes, "Strengths carried to extremes become weaknesses." A leadership strength carried to an extreme can lead to someone becoming a dictator. The strength of mercy carried to the extreme can lead to someone being a doormat. Ecclesiastes 7:18 says, "Whoever fears God will avoid all extremes." So, to be wise, we need to make sure we are operating within the best of our wiring, not our worst.

YOUR CONFIDENCE COMPASS

We can use secular assessments to get a glimpse of how God sees us. We should ask God, "What do you want me to see about myself here?" I like to envision God taking my face in His hands and turning it away from the world's view of me and lifting my face to Him causing me to gaze into His vertical mirror. It's a wonderful opportunity to see what HE sees, instead of what I see.

There are a lot of horizontal mirrors that try to tell us who we are, often in hurtful ways that make us feel less than. I have a vivid memory of my middle school art teacher looking at me during project day, curling his lip and asking, "Lisa, why are you always so loud?" *Ouch*. As much as I loved (love) attention, it was embarrassing and I felt inferior. Admittedly, it was my raw, unrefined Stiletto personality probably chatting too much, too loudly, or out of turn. But I will never forget the way that made me feel.

What is it for you? The horizontal mirrors from your past could be the comments a sports coach or family member made to you. Social media is a horizontal mirror that is constantly sending messages of who we should be, most of which are filtered and unrealistic. Take a moment to ask God to show you the woman He created you to be. Let the world's distorted reflections fall away. When you begin to examine yourself, the best and the worst of yourself, you allow God's perfect mirror to help you see rightly.

Now that you understand your SHOE personality, my hope is you've seen the beauty of who God created you to be.

Next, it's time to extend into full circle self-awareness by not just evaluating, "Who am I?", but "Who am I alongside of *you*?" What happens when my SHOE interacts with your SHOE? How do we complement each other, and how do we complicate one another?

Reflect & Respond

1. What combination of SHOEs are you based on your SHOE Assessment? What is your initial reaction to that discovery?
2. Human nature is to focus on everything that we do not love about our wiring. Let's instead start with things you can celebrate about your SHOE personality. What do you like about the description of your SHOE? How has your SHOE personality helped you succeed?
3. What are a few warnings you see that will help you avoid the weaknesses of your SHOE?
4. Can you see any bias that you prefer certain SHOES more than others? Is it your own SHOE that you prefer? Is it someone else's wiring you prefer? Write down what comes up for you as the "best" ways to be. Then, can you release that bias in order to accept what is in you and what has been left out of you? Who would benefit knowing more about what you've learned about yourself? Your spouse? A friend? Your mother-in-law? The team you work with? Committee members at church? Your supervisor?

About the Author



Lisa Allen is a passionate advocate for women, blending her love for Jesus, coffee, and leopard print into a dynamic and relatable presence. With over two decades of experience in faith-based non-profit leadership, including past roles as Executive Director at Proverbs 31 Ministries and Women's & Life Group Director at a large church, Lisa possesses a deep understanding of the challenges and triumphs of both women of faith and women pursuing faith.

Lisa is a board-certified life coach and speaker with extensive experience that has made her a highly sought-after keynote speaker, conference presenter, and workshop facilitator. She guides her audiences to view their lives through the lens of God's word, delivering messages that resonate deeply and leave them inspired with renewed passion, a strong sense of calling, and unwavering confidence.

In addition to her speaking engagements, Lisa enjoys coaching large groups, bible studies or one-on-one on topics she's been certified to facilitate including Gallup Clifton Strengths, DISC Personality Profile, Uniquely You Spiritual Gifts, and the Enneagram. Her clients find their calling, cultivate their confidence and create much needed capacity to live a purposeful and sustainable life.

Lisa lives in Charlotte, NC, with her husband, Bill. She is the momma of two grown, married children and a darling Yorkie named PJ. However, Lisa's favorite title is "LiLi" (Grandmother) as the family welcomes baby Noah as the first grandchild.

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