

Change Doesn't Break You—It Reveals Your Strengths



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Because change isn't one-size-fits-all and neither are you.
Change is inevitable. How we experience it, however, is deeply personal.

Some people thrive on what's next. Others want to understand why before they move. Some roll up their sleeves immediately, while others need time to process before acting. None of these responses are wrong as they're clues. And CliftonStrengths gives us a powerful way to understand them. Let's look at change through the lens of the four CliftonStrengths Domains, Executing, Influencing, Relationship Building, and Strategic Thinking, so you can navigate transitions with more clarity, confidence, and intention.

Executing: "Let's Do Something"

People with strong Executing themes want *movement* during change. Waiting feels worse than uncertainty.

How you navigate change best:

- Turn uncertainty into tasks
- Create short-term goals and structure
- Focus on what can be accomplished now

Watch out for: Doing too much too quickly just to feel productive.

Strategic Thinking: "Let Me Think This Through"

Strategic thinkers need meaning and *perspective*. Change feels manageable once they understand the bigger picture.

How you navigate change best:

- Make sense of what's happening
- Learn, reflect, and anticipate outcomes
- Ask thoughtful, forward-looking questions

Watch out for: Analysis paralysis.

Influencing: "Let's Talk About It"

Those with Influencing themes need *expression*. Change becomes real when they can talk it through, test ideas, and be heard.

How you navigate change best:

- Talk through the transition
- Advocate for ideas and people
- Use communication to reduce uncertainty

Watch out for: Talking before you've fully processed or mistaking noise for clarity.

Relationship Building: "How Will This Affect Us?"

Change hits relationship builders at a human level. They're attuned to *trust*, belonging, and emotional impact.

How you navigate change best:

- Strengthen trust and connection
- Acknowledge emotional impact
- Create safety during uncertainty

Watch out for: Absorbing everyone else's stress and neglecting your own needs.

There is no "right" way to navigate change—only a stronger way for you.

When you understand how you naturally respond to uncertainty, you can: (1) stop judging your reactions (2) use your strengths intentionally (3) recognize blind spots before they derail you and (4) move through change with more ease and self-trust

Change doesn't require you to become someone else. It asks you to become more of who you already are—on purpose