



The DJC Newsletter

Inspiring
Meaningful
Workplace Cultures



January 2025 *Unleashing Your Super Powers in 2025!*

Welcome to the January Edition of the DJC Successful Thinking Newsletter!

Hello Impact Insiders, and Happy New Year from sunny Puerto Vallarta! As I sit poolside, mimosa in hand and laptop at the ready, I'm reminded of the limitless possibilities that each new year holds. This month, we're diving into the extraordinary potential that lies within each of us—our unique superpowers. Whether it's your knack for navigating complex challenges with ease or your ability to inspire and connect with others, it's time to bring those strengths into the spotlight.

This issue is all about identifying and leveraging these innate abilities to not only boost your career but to enhance every aspect of your life. We've curated insightful articles and practical tips to help you harness your strengths and live a life that's as fulfilling as it is successful. It's about making 2025 a year of intentional action and remarkable achievements.

So, whether you're kickstarting your year in a bustling city office or joining me in spirit from your own slice of paradise, let's embrace the power within us. Grab a coffee—or a mimosa!—and let's explore how to unlock our full potential together. This isn't just about succeeding; it's about thriving in a way that's uniquely yours.

Thank you for being a vibrant part of our community. Together, let's make this year one for the books, filled with growth, joy, and adventure. Here's to living large and making every moment count!

Cheers to a transformative year ahead,
Dr. Jolene Church
Editor, DJC Successful Thinking Newsletter

Uncovering Your Superpowers!

How to Identify and Amplify What Makes You Unique

Ever feel like you're just going through the motions, wondering if you're really playing to your strengths? You're not alone. We all have unique talents—our “superpowers”—that when harnessed, can transform our work, boost our job satisfaction, and enhance our personal lives in ways we never imagined.

What Are Superpowers Anyway?

Think of superpowers as those skills and qualities you possess that come so naturally to you, they feel almost effortless. Maybe you're the person who can rally the troops no matter the challenge (hello, natural-born leaders!), or perhaps you have a knack for coming up with solutions when everyone else is stuck (yes, problem-solvers, I'm looking at you).

For me, I overlooked my superpowers for years (in all honesty, decades)! The very thing that I was uniquely good at and that came natural to me was with me and was guiding me. Unfortunately, I didn't stop to understand it or even how I came to possess it. It wasn't until I explored my life experiences and what shaped me into the person I am today that I discovered what makes me unique. My deep dive into me started with looking at both my strengths and my weaknesses, my great life experiences, and yes, the not so great ones. Why did they stand out? How did they shape me?

By the time I graduated high school, I had changes schools 33 times. By the time of was 33, I had 4 kids and not a clue of who I was professionally, nor what truly interested me. By the time I was in my 40's, I realized how much I love to learn and share. At 50, I received a doctoral degree in organizational leadership and was deeply entrenched into human resource leadership. And although I loved HR and the people I served, there was something that I still hadn't quite figured out. I couldn't put my finger on what was missing.

It was my superpowers. I had been pulling from them, using them, yet I didn't realize where my strength was coming from.

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To get a grip on what a person’s superpowers might be, some turn to tools like Gallup’s StrengthsFinder, which can be incredibly insightful. It breaks down innate talents into themes and explains how an individual can turn them into real strengths. It’s a bit like having a personal roadmap that shows you how to thrive by doing more of what you naturally do best. And yes, there’s some solid science backing this up—people who focus on their strengths are way more likely to feel engaged and happy in their roles.

For me, I had taken every assessment, yet still felt clueless. It was affirming to see the results that confirmed the strengths I believed I possessed. And yes, discovering more about myself through the results was fascinating as I considered their validity. However, I didn’t know what to do with this knowledge. How do I apply this? That’s when I realized it’s not enough to know what you are good at and what sets your heart on fire. Instead, we must understand how to make a magical impact, just as the title “superpowers” suggests.

Making Magic with Your Strengths

I changed schools 33 times. So what? I love learning and sharing—big deal, right? And my desire to help people feel more connected to their work and to others—how does that relate to my superpowers? The answer is simple.

Once you’ve pinpointed your superpowers, it’s all about putting them into action.

My frequent school changes instilled in me a drive to make meaningful connections quickly. I honed a knack for casual conversation and getting to know people on a personal level. Through experience, I learned to swiftly assess both people and situations. The more I learned and grew as an individual, the more insight I gained into what makes people tick and how to help them relate better to one another. I got it!

Leadership guru John Maxwell often says that knowing your strengths isn’t enough; you’ve got to actively use them to elevate both your team and yourself. This might mean reshaping your job to better match your talents or finding ways to complement your colleagues’ strengths. I believe we need to take this even further—we must understand what energizes us about using our strengths and how this can create the greatest impact, and also why this matters so much to us.

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*It's the DJC Ted Lasso Series for
teams & leaders*

Get ready to experience a transformative approach to leadership and team development that goes far beyond conventional training.

The Lasso Effect Series draws on the beloved character of Ted Lasso to deliver an engaging, insightful, and downright fun learning experience that redefines the concept of workplace training. This series, featuring “The Positivity Playbook” for front-line teams and “The Resilient Leader” for leadership staff, equips organizations with actionable strategies that build resilience, foster meaningful relationships, and spark a culture of purpose and positivity.

The Lasso Effect Series isn't your typical corporate training. Expect laughter, lively discussions, and hands-on exercises that make learning unforgettable. Through relatable scenarios and interactive activities, participants uncover the power of empathy, strategic resilience, and the impact of small, meaningful actions. By the end of the series, your teams will be ready to navigate challenges with confidence, collaborate more effectively, and support each other in ways that boost engagement and productivity.

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As I mentioned earlier, I had been leveraging my strengths, but I hadn't taken the time to deeply understand myself to truly harness my superpowers. It was the discovery of "my why" that really flipped the switch. Once I grasped this unique understanding of why I was so energized, I was able to channel that into super intentional actions. That's when my superpowers began to shine!

I left my job as an HR Director. I stepped out of the confines of a single organization and into the world where I could inspire new ways of thinking. I started speaking at conferences more frequently. I developed and delivered training to employees and leaders 3-4 days per week. I worked closely with my executive coaching clients, helping them soar to new levels of success. Shazam! I was creating magic in organizations across the U.S. and in individuals globally!

Now, I'm not suggesting that you need to make a drastic move like quitting your job to harness your superpowers. Once identified, and once you understand why they energize you, you can become more intentional about how you spend your time. For instance, if creativity is your strong suit, try infusing that creativity into everyday tasks. This can energize even the most mundane tasks, and you might be surprised at how much more creative you can become. You could start by rethinking how you organize your workspace or by bringing fresh approaches to routine projects. It's about making your mark in your own unique way. As you can see, the possibilities are limitless. The key lies in understanding your 'why', which allows you to take specific actions that not only highlight your strengths but also bring out the best in those around you.

Having unlocked and understood the potential of your superpowers, it's essential to put this newfound knowledge into action. Moving from self-discovery to actual implementation is where the true transformation begins. Let's explore how you can strategically apply your superpowers to not only boost your career but also enhance your daily work life and personal satisfaction. Here are some effective strategies to help you leverage your strengths for maximum impact:

1. Match Your Role to Your Superpowers

Aligning your job role with your innate strengths isn't just about playing to your advantages; it's about crafting a career that feels fulfilling and engaging every day. Start by reviewing your current job description critically. Identify the tasks that you excel at and those that might not be leveraging your strongest skills. Consider proposing a role adjustment that allows you to focus more on what you do best. For example, if you're excellent at strategic thinking but your role is heavily task-oriented, suggest taking on planning or strategy-related responsibilities. Alternatively, if you have a colleague whose strengths complement yours, propose a task swap. This strategy not only increases overall team efficiency but also boosts job satisfaction by allowing each team member to engage more deeply with work that resonates with their skills.



2. Set Goals Based on Your Superpowers

Using your superpowers to shape your career goals can transform your professional trajectory. Begin by identifying where your strengths could address a need or fill a gap within your organization. If empathy is your strong suit, consider roles that require a high degree of interpersonal interaction, such as human resources, client relations, or team leadership. Set specific, measurable goals that utilize this strength, like improving team morale or enhancing client satisfaction. Developing a roadmap that aligns with your superpowers not only sets you up for success but also makes your career advancements more sustainable and rewarding.

3. Keep Growing Your Strengths

While it's tempting to rest on your laurels when something comes naturally, the most successful professionals know that continuous improvement is key. Explore ways to enhance your existing strengths through further education, advanced training, or varied on-the-job experiences. For instance, if you're naturally good at public speaking, you might take an advanced presentation skills course or join a speaking club to refine your craft. Challenging yourself to grow within your areas of strength helps you stay competitive and innovative, ensuring that your skills evolve as your career progresses.

4. Check In With Yourself Regularly

Regular self-assessment is crucial for continuous personal and professional growth. Establish a routine for self-reflection, whether it's a weekly review of your accomplishments and challenges or a daily journaling practice. Reflect on how effectively you're using your strengths and where you might make changes to better align your actions with your goals. This ongoing process of self-evaluation ensures that you remain focused and proactive about your development. It also helps in recognizing when your circumstances or goals have changed, requiring a shift in how you apply your strengths. Keeping a journal or even simple mental notes can provide insights into patterns and progress, serving as a guide for future actions and adjustments.

By embracing and applying these strategies with intention, you're not just going through the motions—you're making every step count. This isn't about ticking boxes; it's about aligning your daily actions with the core of who you are. Imagine the satisfaction and impact you can achieve when every move you make is powered by your unique strengths. So go ahead, lean into your superpowers, and watch as your professional and personal worlds transform. Here's to living a life where your actions and aspirations beautifully align! Let's make magic happen.



Harnessing Your Superpowers for Career Advancement

Hey there! Ever felt like you're endlessly chasing the next big certification or class to boost your resume, only to end up feeling more scattered than ever? I've been right there with you. But here's the game-changer—true career satisfaction doesn't come from merely adding more accolades under your belt. It comes from digging deep, discovering your innate strengths—your superpowers—and then strategically deploying them every single day.

Discovering What Makes You Tick

When I was an HR Director, I watched many eager professionals pursue every possible skill set, believing this was the key to climbing the ladder (and believe me, I did this too along my climb). But here's a little secret I discovered: the real magic happens when you align your job with your natural talents, those things that make you stand out. For me, understanding that I could make a significant impact by leveraging my unique strengths completely shifted my professional perspective and approach.

Turning Pressure into Opportunity

Imagine this: your superpower is staying composed under pressure, especially when solving those complex, high-stakes problems that seem to derail everyone else. This skill is invaluable. Think about harnessing this calm to lead challenging projects or manage critical negotiations. Instead of conforming to a predefined role, reshape it to highlight your strengths. Seek out or create roles that challenge you to use this cool-headed approach to make strategic decisions and guide your team through crises.

Lead Like a Pro

However, my real superpower isn't simply connecting with people by having the "gift of gab" (my husband will say I was overly gifted in this area); it's my ability to truly 'hear' people—picking up on what they say and, crucially, what they don't. This ability to listen deeply has allowed me to optimize communication between team members and leadership effectively, making each person feel valued, seen, and heard. This fosters a deeper connection within teams and across the organization, enhancing everyone's sense of belonging and contribution.

After transitioning from an HR Director to becoming "The Workplace Culture Whisperer," I leveraged this skill to help organizations transform their work environments. It's incredibly fulfilling to see how these changes improve organizational dynamics, making workspaces more inclusive and supportive. By enhancing communication and understanding, I help create a workplace where everyone feels they truly belong.

Keep Growing and Glowing

Never stop evolving. Regular self-assessments to reflect on how you're using your superpowers are crucial for personal and professional growth. Keep a journal or maintain mental notes to track your progress and identify areas for further development. Ensuring that your career continually aligns with your superpowers not only fosters personal fulfillment but also ensures that you thrive professionally.

Harnessing your superpower of deep listening and staying composed under pressure isn't just about personal advancement; it's a way to transform how you influence your workplace and lead others.

These strengths are your secret weapons, helping you make significant impacts where they count the most. Ready to leverage these superpowers to create an incredible journey for yourself and those around you? Let's dive in and make every action count. Here's to a career that's not just successful but also deeply satisfying and impactful. Remember, when challenges arise, you're more than ready—you're uniquely equipped to handle them and guide others through them as well.

Embrace the journey with
passion and purpose, for the
paths we choose with heart
lead to destinations beyond our
wildest dreams.

Dr. Jolene Church





January Success Activity

Superpower Discovery Workshop

I'm excited to guide you through a uniquely crafted "Superpower Discovery Workshop." This isn't your typical journaling session—it's an interactive, dynamic exploration of your innate strengths. We'll dive deep to uncover your hidden talents and learn how to harness them to not only enhance your professional life but also enrich your personal experiences.

The Superpower Reflection Challenge

For the next seven days, dedicate 10 minutes each morning to answer one of the following questions:

1. When have I felt most alive and engaged in my work or personal life?
2. What unique skills have others praised me for, even when I thought they were trivial?
3. Recall a time you overcame a significant challenge. What strengths helped you navigate that situation?
4. How do people typically describe me when they introduce me to others?
5. What activities make me lose track of time because I am so engrossed?

Crafting 'The Story of Me'

Develop a personal narrative that highlights your superpowers.

Using the insights from your reflection challenge, write a story that encapsulates how your superpowers have influenced your life. Focus on key moments where these strengths made a significant impact, the challenges they helped you overcome, and the successes they facilitated.

Sharing Your Story

Option A: Blog Post - If you're comfortable with public expression, turn your story into a blog post. Share it on your LinkedIn, personal blog, or a platform like Medium where others can benefit from your journey.

Option B: Share with a Friend - If you prefer a more intimate setting, share your story with a close friend or family member. This can provide a safe space to get honest feedback and further refine your understanding of your superpowers.

Implementing Your Super Powers

Plan specific ways to apply your superpowers in daily life.

Identify three areas—personal or professional—where you can actively apply your strengths. Set clear, actionable goals for each area, ensuring that you have tangible steps to integrate your superpowers into your daily activities.

Regular Reflection, Adaptation and Celebration

Ensure continuous growth and effectiveness in using your superpowers.

Establish a routine of monthly self-reflection sessions. Evaluate how well you are integrating your strengths into your life and make adjustments as needed. This ongoing process helps maintain your growth trajectory and adapt to new challenges or opportunities. Finally, celebrate the clarity and empowerment that comes from understanding and utilizing your unique abilities.

www.drjolenechurch.com

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