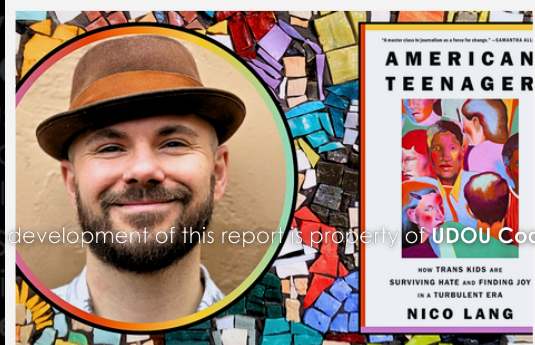




Iconic & Inspirational LGBTQ+

# CHANGE MAKERS

Leveraging Strengths & Authentically Thriving





# LGBTQ+ CHANGE MAKERS

Leveraging Strengths & Authentically Thriving

Hello again,

Thank you for your continued interest in CliftonStrengths® and for downloading my FREE REPORT, "**Thriving in the Workplace: LGBTQ+ Professionals & CliftonStrengths®**". I hope you're finding the information and insights valuable as you reflect on how to unlock your own strengths for greater success.

As you dive into this continuation, I'm excited to introduce you to my expanded report, which builds on the ideas shared in the first guide. In this report, we'll go deeper into how LGBTQ+ Professionals can leverage specific CliftonStrengths® themes to overcome workplace challenges, break through career ceilings, and lead with authenticity. You'll gain actionable strategies that will empower you to use your unique talents to not only achieve career goals but also create a more inclusive, dynamic quality of life.

Through real-world, interpretive examples of iconic LGBTQ+ leaders, this extension report offers even more practical advice, focusing on how you can apply these principles in your own life. Whether you're looking to boost your leadership, build resilience, or advocate for greater diversity and inclusion, this report is designed to guide and inspire you.

I'm thrilled to share this next step in your journey, and I look forward to hearing about the incredible success you'll create by harnessing your strengths!

Until we get the chance to meet and uncover your unique strengths, stay curious and stay empowered,



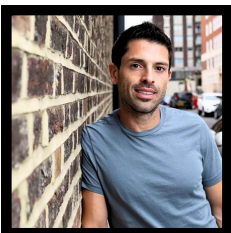
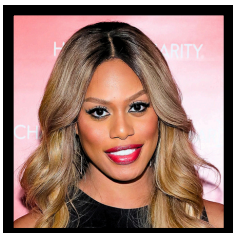
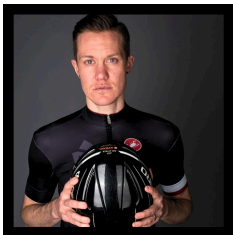
*Miles,*

Founder of  
UDOU Coaching & Consulting



# LGBTQ+ CHANGE MAKERS

## Leveraging Strengths & Authentically Thriving



**In the pursuit of career advancement**, these 10 iconic LGBTQ+ professionals often faced unique challenges, from systemic discrimination to internalized self-doubt. However, by recognizing and leveraging personal strengths, these professionals overcome barriers and achieved success in their fields. While many of these LGBTQ+ leaders may not have publicly identified their CliftonStrengths® themes, their achievements and leadership styles offer insights into how certain strengths might have played a role in their careers.

This report presents interpretive examples of how LGBTQ+ professionals can utilize strengths aligned with the CliftonStrengths® framework to navigate a path toward success. These examples, expressed here, are based on publicly available information about each individual's career, leadership style, and contributions, focusing on how specific strengths may have contributed to breaking through career ceilings.

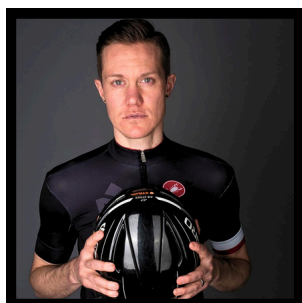
It's important to note that the CliftonStrengths® themes discussed in this report are not verified assessments from the individuals but rather an analysis of strengths that may have influenced their journeys. By exploring these potential strengths, we aim to inspire LGBTQ+ professionals to reflect on their unique talents and how they can apply them to overcome career barriers.





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## Leveraging Strengths & Authentically Thriving



**CHRIS MOSIER:** Athlete & Advocate

By focusing on strengths, Chris was able to break through societal barriers in both his athletic and advocacy career.

**Themes:** Activator, Strategic, Self-Assurance

**Chris Mosier**, the first openly transgender athlete to qualify for the Olympic Trials, relied on his Self-Assurance and Activator strengths to break through barriers in both sports and advocacy. Mosier's Strategic thinking allowed him to see opportunities for change, not just for himself but for all transgender athletes, while Self-Assurance helped him push forward despite systemic discrimination in sports. These strengths also fueled his work in advocacy, where he has influenced policy changes that make sports more inclusive.

Application to Report: The story of Chris Mosier shows how tapping into strengths like self-assurance and strategic thinking can help LGBTQ+ professionals become resilient leaders in their fields, turning their challenges into platforms for broader societal change.

### Action Step/Recommendation:

- **Take Initiative:** LGBTQ+ professionals can use **Activator** to identify immediate actions they can take to address challenges in their careers or industries.
- **Build Confidence:** Leveraging **Self-Assurance** helps professionals stay resilient in the face of discrimination, pushing forward even when they face resistance.
- **Drive Change:** Use **Strategic** to develop actionable plans that align with long-term goals, advocating for change in ways that are feasible and impactful.





# LGBTQ+ CHANGE MAKERS

## Leveraging Strengths & Authentically Thriving



**MEGAN SMITH:** Former U.S. CTO, LGBTQ+ Advocate

Megan's reliance on her strengths, allowed her to innovate and lead the tech industry, a largely male-dominated industry.

**Themes:** Ideation, Futuristic, Relator

As a former U.S. CTO and a high-ranking LGBTQ+ woman in the tech industry, Megan Smith utilized Ideation to think beyond existing systems and develop new ways to approach technology and innovation. Her Futuristic vision allowed her to drive inclusive technological solutions that addressed the needs of underrepresented communities. With Relator, Smith built meaningful relationships across the public and private sectors, leveraging her network to drive impactful change in tech policy and innovation.

**Application to Report:** Smith's journey illustrates how LGBTQ+ professionals can use their strengths to innovate for inclusivity and create opportunities for marginalized groups in traditionally exclusive industries.

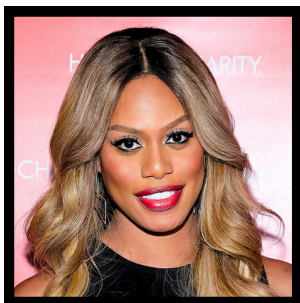
### Action Step/Recommendation:

- **Leverage Creative Thinking:** LGBTQ+ professionals can lean into **Ideation** to create original, forward-thinking solutions that push the boundaries in their fields.
- **Focus on Long-Term Impact:** Tap into **Futuristic** to create strategies that not only address immediate needs but also contribute to systemic change over time, particularly in areas like diversity and inclusion.
- **Build Supportive Networks:** Use **Relator** to form deep connections with colleagues, and collaborators who support your vision and can help drive impactful, inclusive projects.



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**LAVERN COX:** Actress & Advocate

Laverne Cox, a trailblazing transgender actress, tapped into her strengths to overcome biases and prejudice in Hollywood.

**Themes:** Communication, Empathy, Maximizer

Miss Cox leveraged her Communication strengths to transform how transgender stories are told in Hollywood, becoming a powerful voice for LGBTQ+ advocacy. With Empathy, Lavern built connections with diverse audiences, helping to foster understanding and support for the trans community. Her Maximizer strengths enabled her to capitalize on every opportunity, turning small acting roles into major platforms for social change, both in entertainment and advocacy.

Her career demonstrates how communication, empathy, and maximizing opportunities can propel individual success and lead to significant social impact.

**Application to Report:** Lavern Cox demonstrates how LGBTQ+ professionals can not only overcome career barriers but also influence public perception through strategic use of their strengths.

## Action Step/Recommendation:

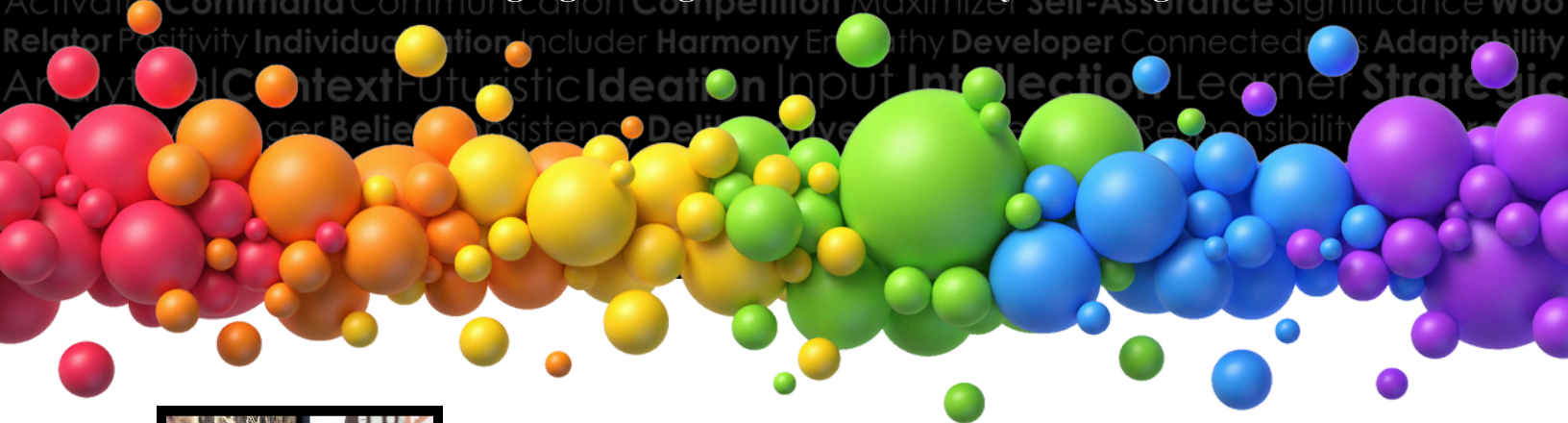
- **Master Public Speaking:** Use **Communication** to advocate for yourself and your community.
- **Build Empathy-Based Connections:** Apply **Empathy** to connect with audiences and foster understanding.
- **Maximize Every Opportunity:** Leverage **Maximizer** to turn small wins into broader advocacy efforts.





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## Leveraging Strengths & Authentically Thriving



**JOEL SIMKHAL:** Grindr Founder

Joel Simkhai leaned into his strengths to develop a platform that was groundbreaking for LGBTQ+ connections.

**Themes:** Strategic, Maximizer, Futuristic

Joel Simkhai, the founder of Grindr, used his Strategic and Futuristic strengths to identify a major gap in the tech and social media space for LGBTQ+ individuals.

By understanding the needs of the community and leveraging his vision of future social connections, Simkhai built an app that transformed how LGBTQ+ people network globally. His Maximizer strengths helped him refine the platform, ensuring it continually adapted to the evolving needs of its users, while breaking through the barriers often faced by LGBTQ+ entrepreneurs in tech.

**Application to Report:** This example showcases how LGBTQ+ professionals can leverage strategic foresight and the drive for excellence to create spaces that address unmet needs, even in industries where bias can be prevalent.

### Action Step/Recommendation:

- **Envision Future Opportunities:** LGBTQ+ professionals should use **Futuristic** to identify gaps in the market or their industry, creating innovative solutions for unmet needs.
- **Strategically Position Projects:** Use **Strategic** to align projects with broader industry trends and societal needs, ensuring the highest potential for success.
- **Continuously Improve:** Professionals should lean on **Maximizer** to ensure their work isn't just adequate but excels, refining their projects and skills as they grow.



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## Leveraging Strengths & Authentically Thriving



**TIM COOK:** CEO of Apple

Openly gay, Fortune 500 leader, Tim Cook has used strengths to propel his career and advocate for workplace equality.

**Themes:** Authenticity, Responsibility, Achiever

Tim Cook faced both overt and subtle biases in the tech industry, however, by leveraging themes such as Responsibility, Cook committed to leading with integrity and authenticity. His Achiever strengths enabled him to continually push himself and Apple to new levels of innovation, while staying grounded in his principles.

In embracing his identity and speaking out on social justice issues, Cook broke through the industry's "glass closet," challenging perceptions of leadership in a male-dominated, often heteronormative space.

**Application to Report:** This story highlights how LGBTQ+ leaders use their strengths to overcome bias and create a more inclusive corporate culture.

### Action Step/Recommendation:

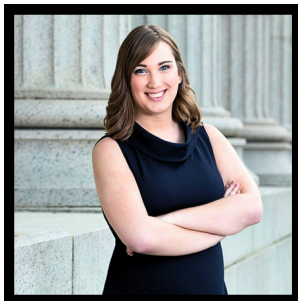
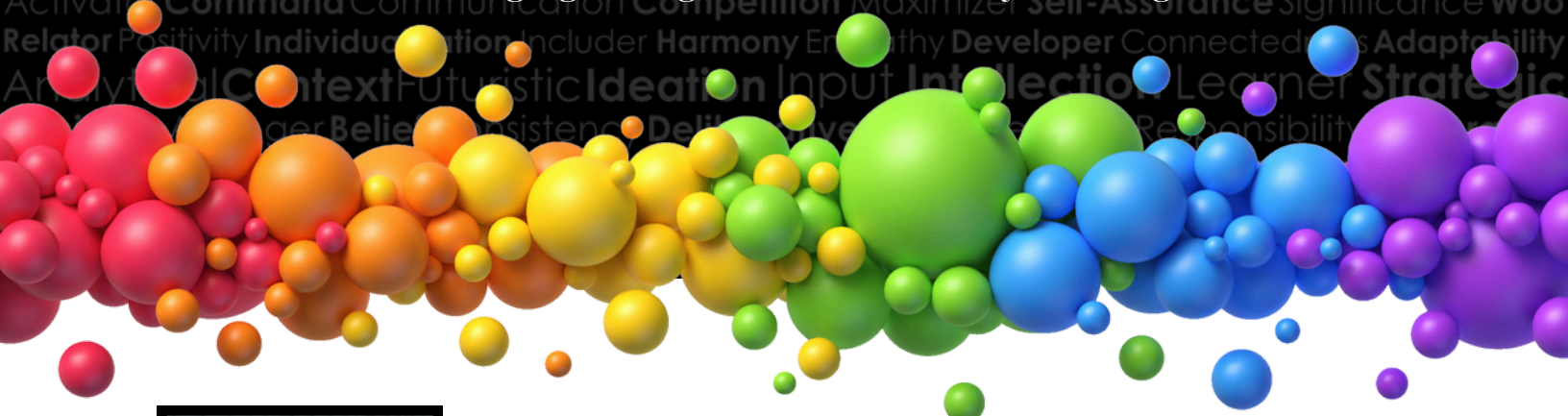
- **Develop Real Leadership:** By embracing **Authenticity**, and leveraging their **Achiever** strengths, LGBTQ+ professionals feel more confident, thus setting the stage to become respected and effective leaders.
- **Align Personal Values:** Cultivating personal truth and **Responsibility** with their leadership style, they can encourage loyalty and transparency in their teams.
- **Continuously Learn and Grow:** Tapping into the **Learner** theme encourages continuous self-improvement, allowing leaders to stay relevant and navigate evolving challenges in their industry.





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Leveraging Strengths & Authentically Thriving



**SARAH McBRIDE:** Delaware State Senator

The first openly transgender elected to a state senate, draws on strengths to connect with diverse constituents and navigate political complexities.

**Themes:** Strategic, Empathy, Communication

In her groundbreaking election to the Delaware State Senate, Sarah McBride leaned into her **Strategic** strengths to navigate the complex political landscape as an openly transgender woman. While she faced discrimination, McBride's **Empathy** helped her form deep connections with constituents, and **Communication** empowered her to articulate a vision of equality. These strengths were key in breaking political barriers, allowing McBride to become a voice for the LGBTQ+ community in an arena traditionally resistant to diversity.

**Application to Report:** McBride's example shows how strategic thinking and communication can help LGBTQ+ professionals navigate systemic bias and become change-makers in their fields.

## Action Step/Recommendation:

- **Build Nurturing Relationships:** Forge deep connections with colleagues, clients, and stakeholders, creating peer support and an inclusive work environment, by simply leaning into **Empathy**.
- **Navigate Challenges:** LGBTQ+ professionals can use **Strategic** thinking to anticipate potential barriers in career progression and develop action plans to overcome them.
- **Master Storytelling:** Amplify your message by developing **Communication** and a clear narrative that reflects your values and connects with others' experiences.



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## Leveraging Strengths & Authentically Thriving



**LEANNE PITTSFORD:** Founder of Lesbians Who Tech

Leanne Pittsford has leaned into her Strengths to create a space that didn't yet exist for queer women in tech.

**Themes:** Connectedness, Futuristic, Maximizer

Leanne Pittsford founded Lesbians Who Tech to combat the exclusion of queer women in the tech world, using her **Connectedness** strengths to unite a global network of LGBTQ+ professionals. Her **Futuristic** strength enabled her to envision a world where LGBTQ+ individuals in tech are not only included but lead innovation. Pittsford's **Maximizer** theme drove her to continually refine and expand the organization, helping others break through their own ceilings by creating opportunities for mentorship and community.

**Application to Report:** This example illustrates how leveraging strengths can help LGBTQ+ Professionals not only break through ceilings but also build supportive networks to uplift others in their community.

### Action Step/Recommendation:

- **Build and Leverage Networks:** Lean on **Connectedness** to foster meaningful relationships and build inclusive communities that offer mentorship, opportunities, and support.
- **Plan for Future Growth:** By embracing **Futuristic**, professionals can visualize long-term career goals and identify emerging opportunities that align with their strengths and passions.
- **Continuously Improve:** Using **Maximizer**, professionals can ensure they are meeting and exceeding goals by continually refining their skills and strategies.





# LGBTQ+ CHANGE MAKERS

## Leveraging Strengths & Authentically Thriving



**ANGELICA ROSS:** Actress & Tech Entrepreneur

Angelica optimized her strengths to overcome the challenges she faced as a transgender woman in tech and in her acting career.

**Themes:** Restorative, Includer, Futuristic

As a Black transgender woman, Angelica Ross faced numerous challenges, both in tech and Hollywood. Her Restorative strengths helped her tackle systemic issues and personal setbacks head-on, transforming problems into opportunities. With Includer, Ross built spaces like TransTech Social Enterprises to empower LGBTQ+ professionals marginalized in traditional industries. Her Futuristic vision guided her advocacy, helping her see beyond the limitations imposed by societal bias.

**Application to Report:** Ross's journey underscores how restorative problem-solving and inclusion-focused leadership can help LGBTQ+ professionals create paths to success despite significant barriers.

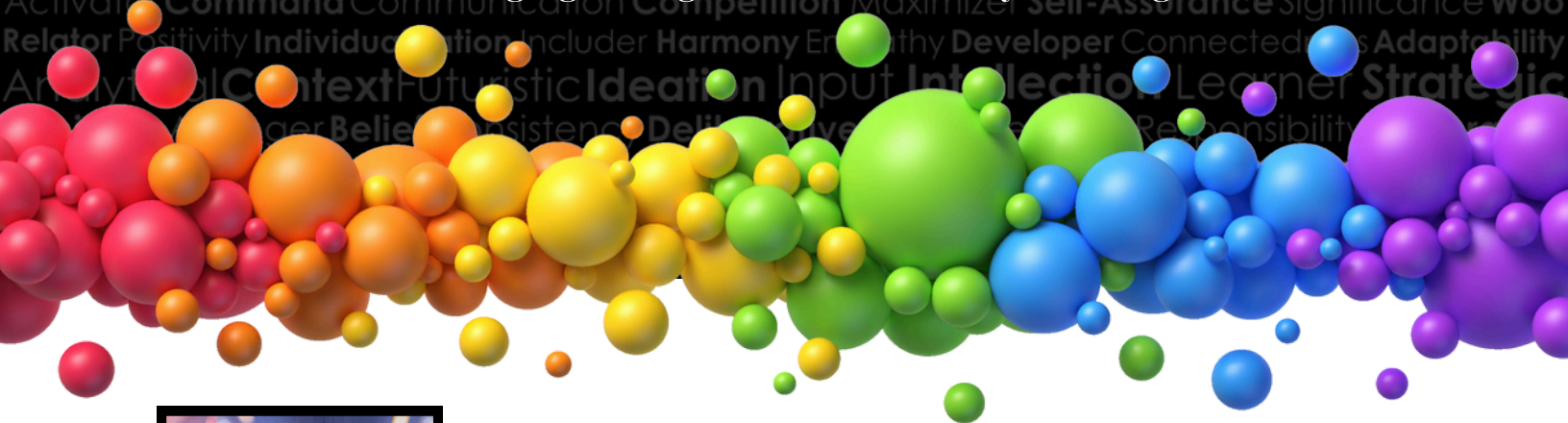
### Action Step/Recommendation:

- **Problem-Solve through Challenges:** LGBTQ+ professionals can use **Restorative** to view challenges as solvable problems, developing creative and innovative solutions to address them.
- **Create Inclusive Spaces:** Leverage **Includer** to create environments—whether in workplaces or communities or personal relationships—that promote diversity, inclusion, and belonging.
- **Vision for Systemic Change:** Professionals should use their **Futuristic** strength to not only plan for their career growth but to advocate for larger systemic changes that benefit marginalized communities.



# LGBTQ+ CHANGE MAKERS

Leveraging Strengths & Authentically Thriving



**MARTINE ROTHBLATT:** Founder of SiriusXM & United Therapeutics

Martine Rothblatt harnesses her strengths to drive her groundbreaking work in media and biotechnology.

**Themes:** Strategic, Futuristic, Ideation

Martine Rothblatt, a pioneer in transgender inclusion, used her Futuristic and Ideation strengths to break through career ceilings in traditionally conservative industries. Her Strategic strengths allowed her to navigate industries that were often not welcoming of transgender women, finding innovative solutions to both business and social challenges. Rothblatt's ability to envision future possibilities, paired with her capacity for generating groundbreaking ideas, propelled her success in building SiriusXM and later leading in biotech.

**Application to Report:** Rothblatt's story highlights how visionary thinking and strategic problem-solving can help LGBTQ+ professionals break through even in highly traditional and conservative sectors.

## Action Step/Recommendation:

- **Think Long-Term:** Use **Futuristic** to visualize the broader impact of your work and position yourself in industries or sectors that align with future trends.
- **Share Innovate Ideas:** LGBTQ+ professionals should foster their **Ideation** theme by seeking out creative solutions to everyday challenges, pushing the envelope in their fields.
- **Navigate Complex Environments:** Use **Strategic** thinking to navigate industries with steep learning curves or high barriers to entry, breaking through ceilings by identifying key opportunities.





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## Leveraging Strengths & Authentically Thriving



**NICO LANG:** Writer & Journalist

Prominent LGBTQ+ journalist, utilized his natural strengths to excel in high-profile media outlets and lead conversations on social justice and LGBTQ+ experiences.

**Themes:** Communication, Relator, Ideation

Nico Lang, a journalist known for their LGBTQ+ advocacy, leaned heavily on Communication and Relator strengths to tell stories that resonate deeply with marginalized communities. Lang's Ideation allowed them to approach LGBTQ+ issues from fresh, thought-provoking angles, which helped break through the editorial ceilings that often limit LGBTQ+ representation in mainstream media. By using Relator, Lang formed strong relationships with their readers and sources, fostering trust and opening doors for more inclusive storytelling.

**Application to Report:** Lang's story highlights how LGBTQ+ professionals can use strengths like communication and ideation to reshape industries, where authentic representation has been lacking.

### Action Step/Recommendation:

- **Craft Impactful Narratives:** Use **Communication** to advocate for communities by creating messages that resonate with broader audiences and challenge bias.
- **Develop Trust-Based Relationships:** Leverage **Relator** to build genuine, supportive relationships in your field, which will help you create meaningful work that reflects diverse perspectives.
- **Think Outside the Box:** Lean on **Ideation** to approach work from new, innovative angles. This creativity can help break through limitations imposed by traditional industry norms or prejudice.



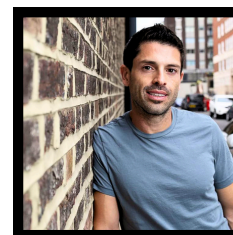
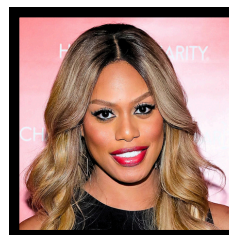
# LGBTQ+ CHANGE MAKERS

## Leveraging Strengths & Authentically Thriving

**In conclusion**, the stories in this report demonstrate how certain strengths, interpreted through the lens of CliftonStrengths®, may have contributed to the success of notable LGBTQ+ professionals. Whether overcoming biases in tech, advocating for political change, or reshaping media representation, these professionals harnessed key strengths to break barriers and create lasting impact in their industries.

By offering these examples, this report aims to encourage LGBTQ+ professionals to think critically about the strengths they possess and how those can be applied to achieve their goals. While the specific CliftonStrengths® themes discussed are speculative, they remind us that every professional has unique talents that, when recognized and honed, can lead to greater career fulfillment and success.

As you reflect on these examples, think about how your strengths played a part in your achievements. To explore how CliftonStrengths® can help you crush challenges, break ceilings, and lead authentically, book a **Discovery Call** with me. Let's unlock your strengths and create a personalized plan for your success.





Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative Woo Significance Self-Assurance Maximizer Competition Communication Command Activator Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator Strategic Learner Intellection Input Ideation Futuristic Context Analytical Restorative Responsibility Focus Discipline Deliberative Consistency Belief Arranger Achiever Woo Significance Self-Assurance Maximizer Competition Communication Command Activator Relator Positivity Individualization Includer Harmony Empathy Developer Connectedness Adaptability Analytical Context Futuristic Ideation Input Intellection Learner Strategic Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative Woo Significance Self-Assurance Maximizer Competition Communication Command Activator Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator Strategic Learner Intellection Input Ideation Futuristic Context Analytical Restorative Responsibility Focus Discipline Deliberative Consistency Belief Arranger Achiever Woo Significance Self-Assurance Maximizer Competition Communication Command Activator Relator Positivity Individualization Includer Harmony Empathy Developer Connectedness Adaptability Analytical Context Futuristic Ideation Input Intellection Learner Strategic Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative Woo Significance Self-Assurance Maximizer Competition Communication Command Activator Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator Strategic Learner Intellection Input Ideation Futuristic Context Analytical Restorative Responsibility Focus Discipline Deliberative Consistency Belief Arranger Achiever Woo Significance Self-Assurance Maximizer Competition Communication Command Activator Relator Positivity Individualization Includer Harmony Empathy Developer Connectedness Adaptability Analytical Context Futuristic Ideation Input Intellection Learner Strategic



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