

## **Kolbe**

*“Kolbe Concepts provide a great construct to refer back to when tackling challenges or going into team meetings. I will consider the MO orientation of others now.”*

Administrator, Phoenix, AZ

*“Knowing where and what my (natural) strengths are and how to utilize them will allow me to manage tasks better and more efficiently.”* Office Administrator, Phoenix, AZ

*“I want to become a Kolbe consultant. I can see the difference this is making with our administrative team and I can envision what this can do for the rest of our faculty, staff and students.”* Principal, Phoenix, AZ

## **Celeste and Chandon**

*“I highly recommend Celeste Ross as a master coach and facilitator, particularly for those of us who also coach and teach and are ready for increased ease, joy, and mirth on our own path of personal mastery.”* Retired Corporate Executive/Intuitive Coach, Sedona, AZ

*“Chandon, you lead by example and your lived experiences helped elevate our understanding of the Kolbe Concepts. By knowing others MOs, I can speak to their strengths and plan accordingly.”* Principal, Arizona

*“Celeste is intentional and open. Thank you for qualifying linguistics in potentially difficult moments of process.”* Educational Administrator, Phoenix, AZ

The skill and knowledge of our coach (Celeste!) led each person on their own path toward self discovery and growth. Each leader was given the time, attention and coaching they needed – very adaptive and intuitive coaching grounded in the Kolbe process.

CEO, Phoenix, AZ

*“Chandon is very professional and engaging. He gives relevant examples and clarifications of meanings for a different perspective.”* Administrator, Phoenix, AZ

*“Celeste - great presentation skills; clear, concise and you give easy-to-use- tools for everyday settings.”* Administrative Assistant, Phoenix, AZ

*“Celeste, you were excellent. We enjoyed your format and clarity of information. We learned a lot and appreciated the exercises to keep the energy level of participants.”*

Director of Education, Scottsdale, AZ

*"Chandon is an excellent facilitator - very informative and thorough with explanations. His real-life applications were very helpful." Montessori Teacher, Phoenix, AZ*

*"Celeste Ross delivers the Kolbe language in the most positive, inspiring way. One of my colleagues (7643) was highly resistant and feared being "put in a box". Nine months later she is celebrating that she can resource her QS energy and now has a higher level of self-awareness. I am not exaggerating in saying that our senior leadership team at Arizona School for the Arts has been transformed through Kolbe training. As a part of that, I have found that the simple act of bringing our MO placards and placing them in front of us at every team meeting assists us in honoring each other's strengths and modes of taking action.*

*Through the Kolbe lens, we have learned to celebrate our diverse strengths and work more collaboratively. It makes coming to work or around a conference table more enjoyable and opens up possibilities.*

*I am one of the newest team members (7382). A high amount of quick start energy I brought to the table initially presented a challenge to the status quo of the team. The more we embraced Kolbe as a team, the more I was welcomed with greater enthusiasm. For me personally, even more than Strength Finders, Myers Briggs, or any other assessment tool, Kolbe resonates. I plan to become trained and certified in Kolbe within five years and become a coach focusing 1:1 with mid-career NPO professionals to maximize their careers and assist in talent retention and succession planning for the nonprofit sector that is crucial in addressing a broad spectrum of issues."*

*Director of Development, Arizona School for the Arts*