



Simon- ENFP - Reasonable, questioning | Curiosity | Communication | Creativity | Empathy | Energy | **Openness** | **Collaboration** | **Gentle Accountability** | **Flexibility** | **Honest Feedback** | **Effective Goal Setting** | **Follow-through** | **Managing ADHD** | **Boundary Setting** | **Faith Integration** | **Time Management** | **Reducing Procrastination** | **Stress Reduction** | **Relationship Building** | **Routine Building** | **Encouragement** | **Practical Tools** | **Structure-with-Flexibility** | **Strengths-Based Support** | **Consistent Feedback** |

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Welcome, Simon

This guide is here to support you as we work together, not to add more to your plate. It pulls together your story, goals, and assessment highlights in one place so I can come into each session prepared, and you can easily see the big picture when you want to.

You're the kind of high-performing Christian professional and leader we built 1st Principle Group for—someone who cares deeply about integrity, family, and faith, but feels the gap between what you know and how you're actually living.

You are not expected to read or act on everything in this document. Skim the parts that feel helpful in a given week, ignore the rest, and bring whatever feels heaviest or most important on your heart to each session—that's where we'll start.

To create and update this guide, we use AI tools only with your information carefully de-identified. We follow a thorough checklist to remove names, locations, and other identifying details before anything is processed, and your personalized version is stored in a HIPAA-compliant document. We then review what the AI generates and edit it to reflect your story as accurately as possible, given that we've only spent an hour together so far.



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Key Goals

- **Become more effective at setting and accomplishing goals in both work and family life, instead of stalling when tasks become routine.**
- **Grow in persistence and follow-through on simple, necessary tasks (like sales follow-ups) so the startup can move forward consistently.**
- **Learn how to work with ADHD as a “superpower” – honoring creativity and crisis problem-solving while reducing dread, procrastination, and avoidance loops.**
- **Build rhythms that protect your time, energy, and presence at home, especially as you parent your daughter and son amid ADHD, sensory, and sleep challenges.**
- **Lead from a deeper sense of identity in Christ, bringing your faith into daily decisions at work and home rather than living out of pressure or performance.**



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Quick Snapshot: How You're Wired

You show up as an ENFP—energized by people, ideas, and possibilities. You come alive when you can brainstorm, connect dots, and respond in the moment rather than following a rigid script. You tend to communicate with enthusiasm, ask a lot of questions, and think out loud, which helps you create energy and buy-in around you.

Your top CliftonStrengths themes—Ideation, Competition, Strategic, Woo, and Communication—mean you generate creative solutions, see patterns quickly, care about winning and impact, connect easily with new people, and put ideas into words in ways others can grasp. At your best, this combination lets you inspire people with a compelling picture of the future and then rally them toward it.

On the EQ-i, you show strong capacity for stress tolerance, emotional expression, and social responsibility, which fits how you carry weight for others and stay engaged when things are intense. The main watch-points are around impulse control, independence, and problem-solving under pressure—when you're tired or overloaded, it can be easy to chase stimulation, over-rely on yourself, or spin on options instead of landing decisions, especially on routine tasks.

If you'd ever like to debrief your three assessments in more depth, we can absolutely do that. A basic debrief can fit into a 30-minute session, but most clients find the most value when we spend about an hour on each one and connect the strengths in your reports to specific strategies for reaching your goals faster, so you're doing as much of your work as possible with your “dominant hand” rather than fighting against how God has wired you.



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Where the Work Will Focus First

You'll always set the agenda each session—we'll start with whatever feels heaviest or most important on your heart that day. Within that, these are the areas I'll be paying closest attention to at the beginning, knowing they may shift over time:

- Living from secure identity instead of “fraud” feelings – noticing where you feel like you're faking it (at work, at home, or spiritually) and working toward a more settled sense of who you are in Christ.
- ADHD, pressure, and creativity – finding ways to keep your creative, crisis-solving “superpower” while reducing dread, procrastination, and shutdown around simple or routine tasks.
- Leadership presence and follow-through – helping you stay in your “strike zone” as a founder/leader, especially around persistence in sales and other actions that move the company forward.
- Boundaries and relationships at home – supporting you and wife as you navigate parenting, son's unique needs, and your own exhaustion without losing connection.
- Head-to-heart with God – integrating your theology with your daily experience so God's love and presence become more tangible in the very moments you feel pressure, shame, or fear.



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How to Make the Most of Sessions with Ryan

Your heart sets the agenda. At the start of each session, I'll ask what feels heaviest or most important today, and we'll begin there. You don't need to have it perfectly organized—just name what's really going on, even if it feels messy or small.

If you're not sure where to start in a given week, these prompts can help:

- “Where am I most anxious, ashamed, or angry right now?”
- “Where do I feel most like a fraud or like I'm letting people down?”
- “What situation have I been avoiding, dreading, or overthinking?”
- “Where do I most want to grow or see God move this week?”
- “Which strength of mine (creativity, relational influence, problem-solving, etc.) would I love to lean into more in a real situation?”

Sometimes it may feel like we're hitting different topics each week—work, parenting, marriage, spiritual life—but underneath we're watching for the common core beliefs and patterns that tie them together so we can address the root, not just the symptoms.

If you ever want ideas for what to talk about next, you can look at your HIPAA-compliant Google Doc: toward the end of each session's notes, there's a “Potential Next Session Topics” section with 2–3 options you can use or ignore depending on what feels most important that day.



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Between-Session Support (What You'll Receive)

After each session, you'll receive an email summary stored in your HIPAA-compliant Google Doc. It includes a brief recap of what we talked about, any Unfinished Business we flagged, and usually three Potential Next Session Topics you can use as ideas for where to go next time—or change completely if something heavier comes up.

From time to time, you'll also see updated Progress Notes and this Engagement Guide in that same document. These are there if you ever want a bigger-picture view of where you've been, where you're growing, and what we're watching next; you are not expected to read or act on everything.

Behind the scenes, I use a de-identified AI-generated Practitioner's Guide to help me prepare and continually improve how I serve you. If you prefer that this guide be created without AI, we can do that manually for an additional \$250 per session to cover the extra time required.



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How Your Wiring Helps You Reach Your Goals

- **Your ENFP energy, creativity, and people focus mean you can turn even routine goals into something connected to people, meaning, or impact; when we tie tasks to real people and stories, your motivation and follow-through go up.**
- **Ideation + Strategic allows you to generate many possibilities and quickly see which ones actually move the needle; we'll use that to design small experiments for sales, routines, and parenting rather than forcing a single "perfect" plan.**
- **Woo + Communication gives you a natural ability to connect, encourage, and cast vision; leaning into these in follow-ups and hard conversations can make persistence feel more like relationship-building than drudgery.**
- **Your EQ-i strengths in stress tolerance and emotional expression help you stay present in crisis and talk honestly about what you're feeling; that's a huge asset for leading a startup, navigating son's needs, and staying close to your wife when you're both tired.**
- **Your value themes (Belief, Connectedness, Social Responsibility) align with your desire for your work and family life to participate in God's kingdom and redemption; keeping that "why" in view will help you endure the boring parts of obedience and leadership, not just the exciting ones.**



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The CHEW Framework in Your Story

CHEW is a simple way of meeting God in the middle of real moments: **Confess** what's actually happening, **Hear** what God says, **Exchange** lies for truth, and **Walk** in a small, concrete step that fits that truth.

For you, a common core lie sounds like, "I'm only valuable when I'm winning or impressive; if I'm behind on simple tasks, I'm a fraud." In a CHEW, you might **Confess**, "Lord, I feel like a failure because I can't make myself send these follow-up emails," **Hear** the Scriptural principle telling you, "Your worth is in Christ, not in perfect execution," **Exchange** the lie for, "I am fully loved and called even when I feel behind," and then **Walk** by sending one focused email as an act of trust rather than self-proof.



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What We're Ultimately Aiming For

- To live from a settled identity in Christ—not as a fraud who has to keep proving himself, but as a beloved son whose worth is secure even when performance is uneven.
- To build a way of leading and working that is sustainable, where your creativity and crisis strengths are fully used without burning you out or stalling you on simple, necessary tasks.
- To deepen connection and steadiness in your closest relationships—especially with your wife, daughter, and son—so that home becomes a place of shared rest, honesty, and grace, even amid startup and parenting pressures.



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My Commitment to You

If you have any questions, concerns, or ideas as you read this, please let me know. This is a living document, and we can adjust it as we learn more about what's really going on and where God is moving in your story.

Know that you will be prayed for every morning of every time we meet (and often at other times as you come to mind). This isn't passive language—I mean it. When I take on a client, I am all in. I will be fighting for you and for what matters most to you.

Ultimately, I'm fighting for God's love to sink from head to heart in such a way that you love Him and others more deeply than you ever have and, as a byproduct, experience the healing, growth, and strategic clarity you're longing for.