Becoming Who God Intends For You To Become

BYU Management Society May 27, 2026

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Bridging the gap between spiritual identity and professional excellence.

OUR DIVINE POTENTIAL

Neal A. Maxwell said, "The scriptural advice, "Do not run faster or labor more than you have strength" **(D&C 10:4)** suggests paced progress.

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A primary purpose of the Creation and of our mortal existence is to provide us the opportunity to act and become what the Lord invites us to become.

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Do you know who you are?

You need to know who you are to understand who you can become.

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You aren't just looking for a job; you are discovering a calling. God knows your potential *better* than you do.

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The 3 Pillars of Launching Leaders

CORE VALUES

What do you stand for?

SELF-RELIANCE

Taking charge of your own growth.

CONGRUENCE

Living the same person on the inside as you appear on the outside.

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Working with the Master Creator

You are a 'Work in Progress.' God is the senior partner in your career search.

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WHAT IS YOUR RELATIONSHIP WITH GOD?

Russell M. Nelson said,

- Be confident that you can approach God right now.
- Be confident Heavenly Father hears you.
- Be confident that He understands your needs better than you do.
- Be confident that He loves you more than you can comprehend.
- Be confident that He sends angels to be with you and with those you love.
- Be confident that He yearns to help you reach your highest potential.

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"We are not human beings having a spiritual experience; we are spiritual beings having a human experience."
Pierre Teilhard de Chardin

"When you combine proven principles with spirituality, you discover your life's true purpose."
— Karl Albrecht, PhD

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GOD is already ahead of you.

Trust Him.

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Notes to the wise from Steven A. Hitz
Establishing your core values:

1. Find Holy Ground
2. Ponder
3. Write Core Value Statements
4. Rank Your Core Values
5. Do Your Core Values Align With God?

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Take the challenge!

When we put
God first,
all other things fall
into their proper
place or drop
out of our lives.

— Ezra Taft Benson

Mapping Your Landscape

Skill

Learned proficiency through practice and repetition.

Talent

Natural aptitude or innate gift for a particular activity.

Ability

Inherent potential to perform a task or achieve a result

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Understanding Key Vocabulary

Write down THREE things people always ask you for help with.

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That which we persist in doing becomes easier, not that the task itself has become easier, but that our ability to perform it has improved.

~ Ralph Waldo Emerson ~

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"Where the needs of the world and your talents cross, there lies your vocation." - Aristotle

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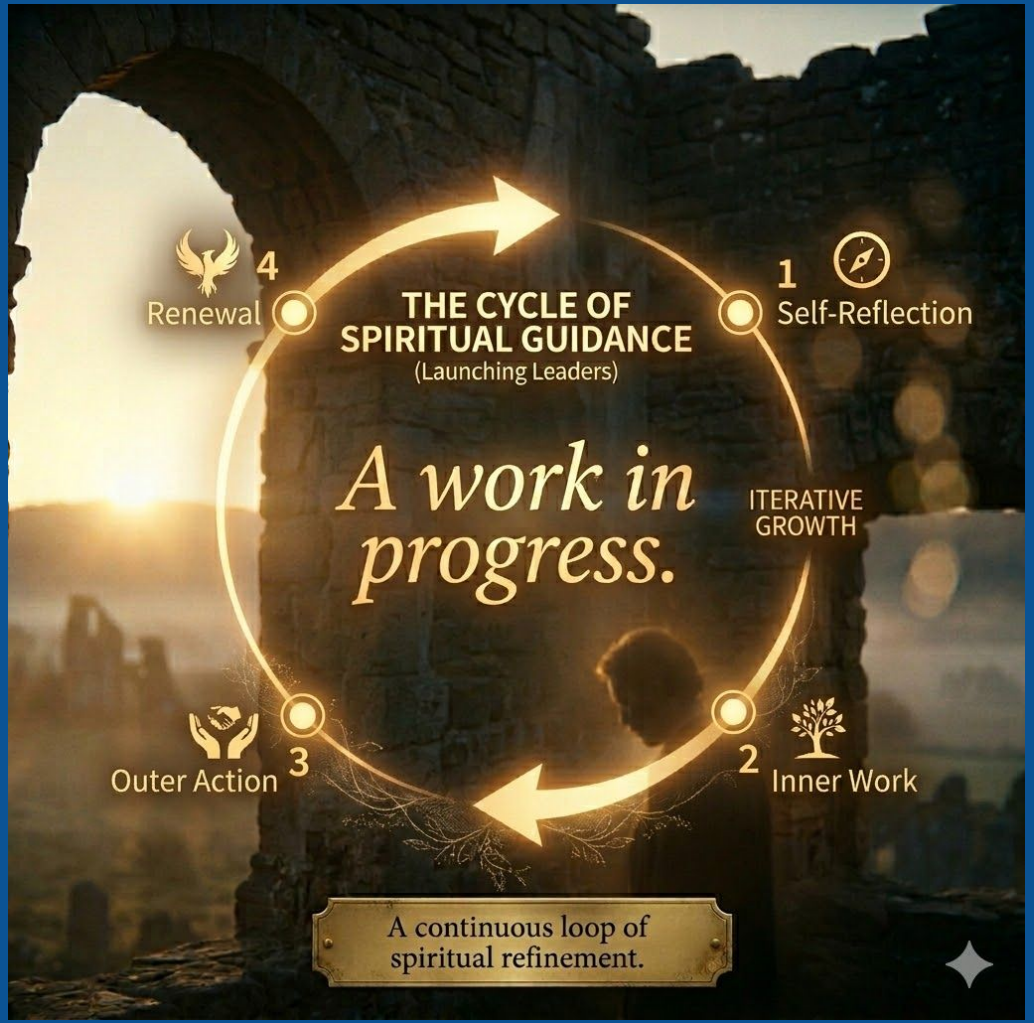
Your next move: - O*NET Interest Profiler

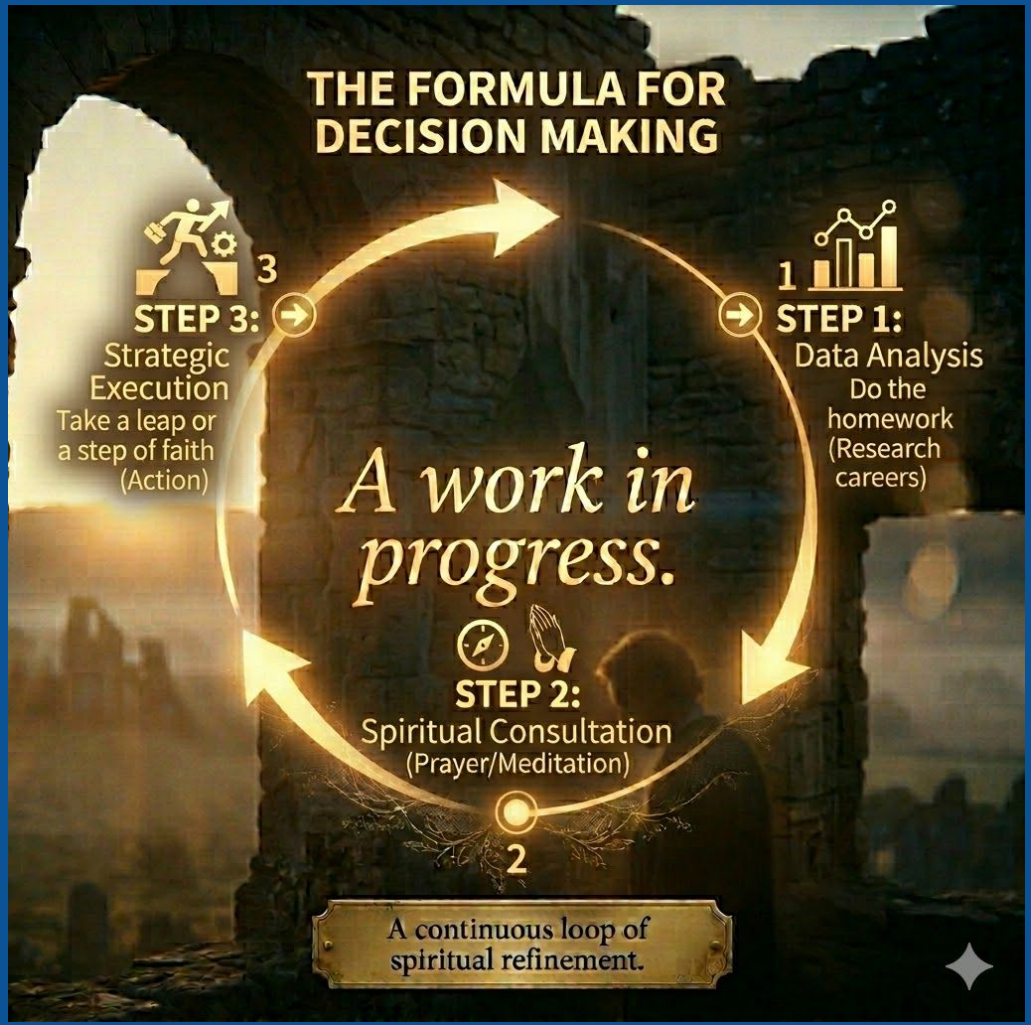
https://onetinterestprofiler.org/


THE CYCLE OF SPIRITUAL GUIDANCE
(Launching Leaders)
A work in progress.
ITERATIVE GROWTH
1 Self-Reflection
2 Inner Work
3 Outer Action
4 Renewal
A continuous loop of spiritual refinement.

“Sometimes it’s not the people who change, it’s the mask that falls off.”

therandomvibez.com

Launching Leaders Principle: You cannot be one person at church/home and another at work. True success requires a congruent life.


THE FORMULA FOR DECISION MAKING
1
STEP 1:
Data Analysis
Do the homework (Research careers)
2
STEP 2:
Spiritual Consultation
(Prayer/Meditation)
3
STEP 3:
Strategic Execution
Take a leap or a step of faith (Action)
A work in progress.
A continuous loop of spiritual refinement.

The Top Predictors of Career Happiness?

30%

KEY PREDICTORS OF CAREER HAPPINESS:

95%

JOB MATCHES YOUR CURRENT TALENTS

94%

JOB ALIGNS WITH YOUR STUDIES

Finding a congruent fit is significantly more effective than fulfilling a childhood wish.

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Mentors: Your Bridge to Success

No one succeeds alone. Who is your Career Hero? Why?
Who is 5–10 years ahead of you in a path you admire?

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THE PATH TO PROMISE:

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Planting for the Future:
FINANCIAL FITNESS

"A sustainable career supports your life so you can be a blessing to others. Self-reliance is the foundation of freedom."

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The Formula

1. Get Up Early
2. Work Hard
3. Get Your Education
4. Find Your Oil
5. Mark Your Mark
6. Give Back

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Your "Next Step" Commitment

- God can't steer a parked car!
- Get moving!
- He will take the wheel.

What are three things you could do now to better your situation and to move forward in becoming who God intends for you to become?

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THERE IS OPPORTUNITY IN EVERYTHING!

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"If you do your best, it will all work out. Put your trust in God, and move forward with faith and confidence in the future."

— Gordon B. Hinckley

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“What all great leaders have in common is that they did not strive to be someone who they are not. What they were all striving to be is the greatest version of themselves.”

— Jon Clifton, CEO of Gallup

THE JOURNEY OF SELF-DISCOVERY

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Thank you for joining me.

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RESOURCES

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CLIFTON STRENGTHS:
https://www.gallup.com/cliftonstrengths/en

LAUNCHING LEADERS:
https://www.gallup.com/cliftonstrengths/en/253850/cliftonstrengths-for-individuals.aspx
https://www.llworldwide.org/

PERSONAL VALUES SURVEY:
https://personalvalu.es/personal-
https://personalvalu.es/personal-values-test

POSITIVITY PLAYGROUND:
https://www.positivityplayground.com/spaces/10117720/page
https://www.positivityplayground.com/posts/what-is-a-strength

STRENGTHS PROFILE:
https://www.strengthsprofile.com/en-gb/products/profiles

TRUE IDENTITY DISCOVERY:
O*NET Interest Profiler

VIA CHARACTER SURVEY:
https://www.viacharacter.org/account/register

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VIA INSTITUTE ON CHARACTER

The VIA Classification of 24 Character Strengths

ViaCharacter.org

WISDOM	**CREATIVITY** • Originality • Adaptive • Ingenuity	**CURIOSITY** • Interest • Novelty-Seeking • Exploration • Openness	**JUDGMENT** • Critical Thinking • Thinking Things Through • Open-mindedness	**LOVE OF LEARNING** • Mastering New Skills & Topics • Systematically Adding to Knowledge	**PERSPECTIVE** • Wisdom • Providing Wise Counsel • Taking the Big Picture View
COURAGE	**BRAVERY** • Valor • Not Shrinking from Fear • Speaking Up for What's Right	**PERSEVERANCE** • Persistence • Industry • Finishing What One Starts	**HONESTY** • Authenticity • Integrity	**ZEST** • Vitality • Enthusiasm • Vigor • Energy • Feeling Alive	
HUMANITY	**LOVE** • Both Loving and Being Loved • Valuing Close Relations with Others	**KINDNESS** • Generosity • Nurturance • Care & Compassion • Altruism • "Niceness"			**SOCIAL INTELLIGENCE** • Aware of the Motives/ Feelings of Self/Others • Knowing what Makes Other People Tick
JUSTICE	**TEAMWORK** • Citizenship • Social Responsibility • Loyalty			**FAIRNESS** • Just • Not Letting Feelings Bias Decisions About Others	**LEADERSHIP** • Organizing Group Activities • Encouraging a Group to Get Things Done
TEMPERANCE		**FORGIVENESS** • Mercy • Accepting Others' Shortcomings • Giving People a Second Chance	**HUMILITY** • Modesty • Letting One's Accomplishments Speak for Themselves	**PRUDENCE** • Careful • Cautious • Not Taking Undue Risks	**SELF-REGULATION** • Self-Control • Disciplined • Managing Impulses & Emotions
TRANSCENDENCE	**APPRECIATION OF BEAUTY & EXCELLENCE** • Awe • Wonder • Elevation	**GRATITUDE** • Thankful for the Good • Expressing Thanks • Feeling Blessed	**HOPE** • Optimism • Future-Mindedness • Future Orientation	**HUMOR** • Playfulness • Bringing Smiles to Others • Lighthearted	**SPIRITUALITY** • Religiousness • Faith • Purpose • Meaning

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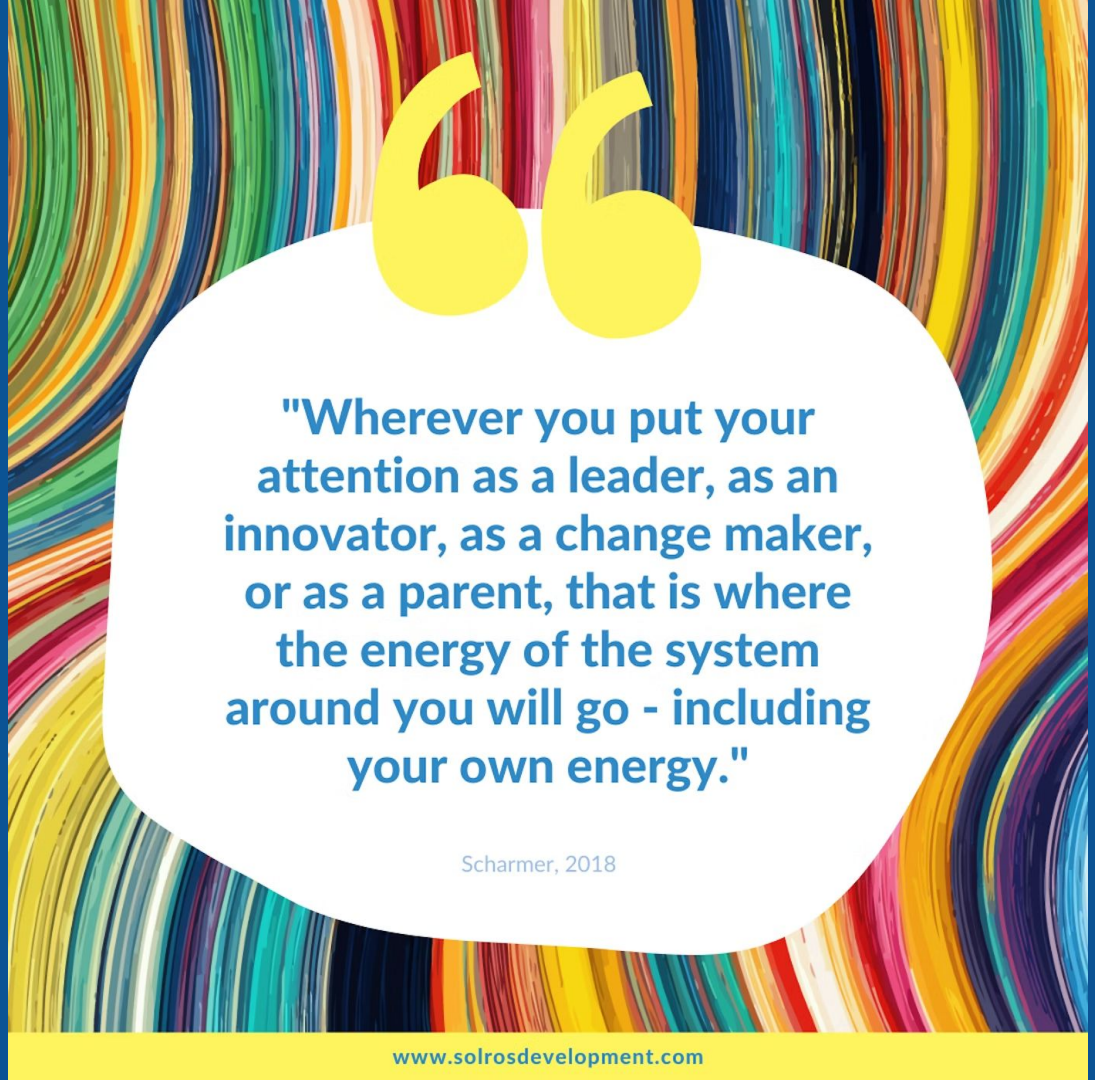
What is a strength?

Talent-Based Strengths: Gallup/CliftonStrengths

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


"Wherever you put your attention as a leader, as an innovator, as a change maker, or as a parent, that is where the energy of the system around you will go - including your own energy."
Scharmer, 2018
www.solrosdevelopment.com