



Living from Your **Strengths**

12 PILLARS OF GROWTH

Monthly reflections on authentic living, sustainable growth, resilient leadership, and becoming the person you were designed to be.

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Beyond What You Do: Who Are You Becoming?

Most of us know how to answer the question, “What do you do?” We name a role: leader, pastor, teacher, parent, executive, caregiver, coach, volunteer, spouse, or friend.

These roles matter. They give shape to our responsibilities and provide meaningful ways to contribute. But roles change. A career ends. An organization changes. Children leave home. A position disappears. A new chapter begins.

When the role changes, what remains—and who are you becoming?

That question is at the heart of *Living from Your Strengths* and the 12 Pillars Journey. This is not simply a newsletter about identifying what you do well. It is an invitation to understand yourself more truthfully, steward what is strong within you, and become more intentional about the person you are becoming.

The 12 Pillars provide a framework for that deeper journey—moving from inner awareness toward authentic living, sustainable growth, resilient leadership, and purposeful contribution.

The 12 Pillars Journey

Beginning in January 2027, each monthly issue will explore one pillar. Together, the pillars form four movements:

Foundation: Centering and Integrity

- Walk in the Truth of Who You Are
- See Yourself Clearly
- Create a Life-Giving Rhythm

Growth begins with an inner foundation: understanding who we are, living with integrity, and developing rhythms that sustain the lives we have been given.



Perspective: Past, Present, and Future

- Don't Live in the Past
- Live in the World
- Be Ready to Change

Our past shapes us, but it does not have to imprison us or shape our future. We can learn from what has been, remain present to what is, and stay open to what may yet become possible.

Resilience: Courage of the Heart

- Be Willing to Learn
- Reclaim Your Agency
- Practice Gratitude

Resilience is not the absence of hardship. It is the capacity to remain honest, teachable, hopeful, and grounded when life does not unfold as expected.

Impact: Turning Outward

- Treat Others with Dignity and Respect
- Serve Others Generously
- Cultivate Hope

Personal growth is never intended to end with ourselves. Maturity turns outward. What we understand and develop becomes something we can offer to others.

A Different Kind of Growth

This newsletter is not primarily about building a résumé, adding credentials, or acquiring another professional skill set. Those forms of development take place largely on the horizontal plane: they expand what we know and what we are able to do.

Horizontal growth matters. Learning to lead a meeting, manage a budget, communicate more effectively, or use new technology can make us more capable.

The 12 Pillars are concerned primarily with another dimension—the vertical plane.

Horizontal development teaches us how to lead a meeting. Vertical development changes how we show up when the meeting becomes difficult.

Vertical growth deepens our awareness of who we are, what shapes us, how we affect other people, and whether the way we are living reflects what we most deeply value. It is growth toward greater authenticity, integrity, meaning, purpose, and responsible contribution.

At some points in life, we may not need another skill as much as we need a deeper understanding of the person who is using the skills we already possess.

Strengths Are a Starting Point

CliftonStrengths® can give us valuable language for the recurring ways we naturally think, feel, and behave. It can help us recognize why certain activities energize us, understand the contribution we naturally make, and stop measuring ourselves against people whose gifts and patterns differ from our own.

Strengths development is not merely about becoming more effective. It is about becoming more fully yourself.

But identifying a strength is only the beginning. A strength must be understood, developed, and wisely stewarded.

Responsibility can become overcommitment. Achiever can become constant striving. Harmony can become avoidance. Empathy can become emotional exhaustion. Strategic can become endless consideration without action.

A strength is not simply something we possess. It is something we learn to steward.

This is where strengths awareness becomes part of a deeper journey. We begin to ask not only, “What am I good at?” but also:

- When am I most fully and authentically myself?
- How are my strengths affecting the people around me?
- Where might a strength be overused, misdirected, or expressed immaturely?
- What remains central to who I am when my roles and circumstances change?
- Who am I becoming through the way I live each day?

Understanding Ourselves Helps Us Understand Others

The purpose of self-awareness is not to become more preoccupied with ourselves. Greater self-awareness should make us more available to other people.

When we understand our own patterns, we become less likely to expect everyone else to think, communicate, decide, or respond to circumstances as we do. Another person’s different approach may not reflect resistance or lack of commitment. It may represent a different—and necessary—way of seeing the situation.

As we understand both our strengths and their limits, differences become less threatening, communication becomes more generous, relationships become more honest, and leadership becomes steadier.

The purpose of self-awareness is to become more trustworthy, humble, and available to others.

An Invitation to Notice

Most of us live surrounded by activity, urgency, information, expectations, and responsibility. We move quickly from one task to the next without always noticing what that movement is doing within us.

This newsletter is an invitation to slow down long enough to notice. Each monthly issue will offer a focused reflection on one pillar, a strengths-based insight, questions for consideration, and a practical exercise.

For this month, consider two questions:

Who am I beneath the roles I perform? Who am I becoming through the way I am living?

You might sit with those questions for a few minutes, write what first comes to mind, or discuss them with someone who knows you well. Do not rush to produce a polished answer. Simply notice what the questions awaken in you.

The Newsletter Helps You Notice; the Journey Helps You Practice

The newsletter will provide thoughtful reflection and practical encouragement, but it will not contain the entire 12 Pillars curriculum.

The newsletter introduces the ideas and helps you notice what may be happening within your life. The complete 12 Pillars Journey provides a guided process for staying with what you notice long enough to practice something different.

The yearlong Journey will include expanded teaching, a monthly rhythm of reflection and application, downloadable exercises, personalized CliftonStrengths® connections, practical commitments, a private learning community, monthly Zoom gatherings, and opportunities for individual coaching.

Why I Am Writing

My name is Bill Beachy. I am an ordained minister, professor, leadership consultant, and founder of Beachy Group LLC. For more than four decades, I have worked with pastors, educators, graduate students, nonprofit

professionals, ministry teams, and organizational leaders through coaching, leadership development, personal formation, team development, and organizational consulting.

I am writing because I have watched capable and committed people become discouraged by measuring themselves primarily through their weaknesses. I have also seen what becomes possible when people understand what is strong within them, appreciate the contributions of others, and live with greater authenticity and purpose.

I do not approach these questions as someone who has completed the journey. I continue to wrestle with them in my own life, leadership, relationships, and service. I invite you to explore them with me.

Continue the Journey

Subscribe to Living from Your Strengths

If this invitation speaks to something in your own life, subscribe on LinkedIn and continue the journey with me. Beginning in January 2027, each monthly issue will explore one of the 12 Pillars and offer opportunities for reflection, conversation, and practical application.

Other Ways to Continue

Schedule a complimentary consultation

If something in this issue raised a question you would like to explore personally, send me a direct message, and I will provide a link to my calendar so you can choose a convenient time. Briefly describe what you would like to explore, and you will receive a Zoom link when your appointment is confirmed.

Explore the complete 12 Pillars Journey

Email bill@beachygroup.com with “12 Pillars Journey Course” in the subject line, and I will send you advance information about the yearlong Journey.

Share This Invitation

If a colleague, friend, or someone in your network might benefit from this journey, please feel free to share this issue or invite them to subscribe on LinkedIn.

