

Relator - From Burnout to Balance: Harnessing Relator for Fulfillment in Life and Business with Kelsea Warren

[00:00:00] Hi friend. Has anyone told you that you are amazing today? You, precisely you, exactly as you are. You may be listening to this dreaming of greener pastures and a life and career where you are thriving. Or, you may feel like you're thriving and craving additional growth and tools to sustain your well being.

However, today finds you, we honor that and celebrate the strengths that lie within you. Those that are uniquely yours and that nobody can take from you. Settle in and imagine possibilities with us. If you need a boost of inspiration, then we're especially glad you're here. Always remember, you are enough here.

You are enough. Love, your strength.[00:01:00]

Kyle Johann-Baker (he/him): Hi friends, it's CliftonStrengths Coach Kyle Johann Baker and this is Love Your Strengths. Today I am really looking forward to introducing you to Kelsey Warren. Kelsey is the founder of the Seamless Coach LLC. She is a workplace and well being coach and consultant. She works with companies and individuals to elevate well being and prevent burnout at work by utilizing workplace values.

Kelsey has a master's in social work and is currently pursuing a Ph. D. in industrial organizational psychology. Kelsey's top five strengths are relater, belief, Individualization, strategic and responsibility. Kelsey, welcome to the podcast. This has been a long time coming and so excited to have you here today.

Kelsea Warren (she/her): Thank you so much for having me. It's good to talk to you.

Kyle Johann-Baker (he/him): Yeah. I know I just read your bio, but is there anything that you would like to share with us beyond your bio and who you are?

Kelsea Warren (she/her): Yeah, I think that pretty much sums it up professionally. [00:02:00] On the personal side, I am a wife. We've been married 10 years on Sunday, so that's exciting. Um, I also have a four year old

daughter, two dogs, we're from Oregon, you know, big PNW fans, and I'm also a military spouse as well. So we have kind of moved all over the place.

Kyle Johann-Baker (he/him): I know. And I was like, I didn't realize that the, you told me that you have some trip coming up and didn't realize that it was like celebrating an anniversary. So happy anniversary. Excited about that.

Kelsea Warren (she/her): Thank you.

Kyle Johann-Baker (he/him): Um, well, as you know, Kelsey, with this show, we love to talk about one strength per episode. What strength would you like to talk about today?

Kelsea Warren (she/her): I think I want to talk on the Relator strength. It's my top one. And I might have some questions for you about it, honestly.

Kyle Johann-Baker (he/him): Okay. Yes. So as you know, we love to start by grounding ourself in the Gallup definition. This is that ground [00:03:00] zero place so that we can understand what that textbook definition is. So people exceptionally talented in the later theme enjoy. Close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

So this is that textbook definition starting point, and it's going to be unique how it actually lives out for each person. So Kelsey, I would love to hear from you about how the strength shows up in your life and what it means to you. Okay.

Kelsea Warren (she/her): Initially, when I saw my top five, I'll be honest and say all of the rest of them make total sense. And that one kind of threw me off a bit because I originally was like Relator. I don't really think it's that easy for me to connect with other people. It actually feels kind of hard sometimes, but as I dug into it more.

Just reading about it and like actually looking at the relationships in my life. I'm like, okay, there I can see the value of like having a few very, very close and intimate relationships. So [00:04:00] I think personally and professionally that has played out for me quite a bit. And then I think when I do see with someone that there is just kind of a mutual trust or authenticity and I have that reciprocated.

Then that's also really easily for me to connect in that way, too. So I think about one on one relationships a lot. When I think about Relator, I think about like, definitely that authenticity and like, maybe more informal, um, and just being a

little bit more comfortable in the informal. So that's really how it shows up for me.

Like, I think again, both personally and professionally, I have taken on. The title of mentor for a lot of people in just various areas of my life. And I think that also kind of connects to it for me.

Kyle Johann-Baker (he/him): Yeah, I love that you even start with this, uh, because this happens for a lot of folks where they take the assessment and there, there's usually, there's sometimes this one, sometimes two, and even there are moments like this [00:05:00] where your top strength on the report, you read it and you say, what's this? And you can read about it, you can get it.

And sometimes it takes. And this is, I think, really where it's important having these conversations about what does the strength mean to me and how does it actually show up in my life? Because the textbook definition, the, uh, the gut answer that we get from reading this word may not always make sense.

And it's as we get to like, dig in that we find out how this actually shows up with me. Um, one of those things that I always like to provide with context, because So when we think of strengths, I know there are no strengths that are like true opposites, but there are different strengths that you can use to provide a reflection and comparison that help to provide different context for folks.

So earlier in this season, we interviewed Austin areas talking about who, who being somebody that, like, I think, and that's one that I will use as a [00:06:00] comparison with relator and who so with. Relator, I think it's really about depth of relationship rather than the breadth of relationship. And a lot of times Woo is about, we like to build a network and get to know a lot of people, but it's not always about, I need to get to know people deeply.

And in contrast, Relator is not always about the breadth of people. I don't need to have 50 best friends. Sometimes it's really about just this one, two. Three people and having a really deep focus with those three people.

Kelsea Warren (she/her): That makes sense. That is very interesting to think about. And I think that that plays out. Like for me at work and also personally,

Kyle Johann-Baker (he/him): Yeah, um, you know, I'd love to hear a story about like when Relator has showed up in your business and your life and it's helped you to be successful.[00:07:00]

Kelsea Warren (she/her): when I look at it, it seems like this was all kind of just meant to happen. And that makes me sometimes a little even emotional, honestly, because I really intentionally pursued the path that I'm on right now and strengths was something that I like. Considered like, what am I good at, but I never took a formal like assessment to it.

And so now to take it and see it, like fully be like lived out and literally everything I do in my business. If you look at even the, all of my top five, it's just very, I guess it's part of the belief aspect too. Like very just, it feels like it's supposed to be happening. So I think at work specifically, um, if I were to tell a story about it, it is.

What I consider to be my superpower. I think when I am showing up with someone, especially on a session, we do a deep [00:08:00] dive initially. That's the first step with a one on one client. And

Kyle Johann-Baker (he/him): Bye bye.

Kelsea Warren (she/her): I just want to hear about high school to now, right? I just say, basically, like, whenever you entered the workforce until now.

Now is the time to answer the tell me about yourself question fully transparently, honestly, you know, this is a safe space and that's how we start the conversation and them really laying out their career path and the trajectory all at one time allows me to also see them like really see them and I think that that is if I'm talking about this as a strength and sometimes honestly, it's a little weird to like, say it.

And not feel like, Oh, I'm so good at this, but you know, I think it, it, I feel like people come away from those. It's very helpful. It's beneficial. We've identified themes throughout their life that we identify like show up as values are just different trajectories. And I think my, the, just seeing them truly for who they are and me doing the [00:09:00] same.

Showing up that way allows them to just be really comfortable very quickly. So we make a lot of progress on those 2 hours in just identifying where are you now? Where would you like to go in your career? And what's stopping you? And we just kind of uncover the fears. The goals, the dreams of every, like all on that 1 thing.

So by the end of those, and I've had it happen on multiple occasion, or it's like, someone's been sitting on a decision. Should I quit my job or not? Should I start

this business or not? And by the end of that, they're like, 100 percent sure and what they're doing and with a plan to somewhat, you know, execute that in the next few sessions.

So that's. Really can we think about like partnering to achieve a goal? To me, that's like the epitome of that. And I get to do that every day and it's so amazing to me.

Kyle Johann-Baker (he/him): I really enjoyed that example just at the end gave me some chills kind of moment because I think what you're doing is you're really laying the story of [00:10:00] what Relator looks like and when we think of this traditional application, Relator is about relationship building. building. We think it's about just about the conversations that we have, and we're going to be besties.

We're going to have this like fun talk. But in this story that you shared, some things that I also heard is it's about that intentionality that you take as you're having these conversations. It's about getting a full picture about what's going on. And there's so much that goes into the environment that you create that helps people to feel Like they can have these conversations.

It's not just about the words that we say, it's about the way that we approach conversation, the way that we listen to others, and help them keep the conversation going and figuring out what does it mean for you. It's about going deep as you're talking to them.

Kelsea Warren (she/her): Yeah. I didn't even like consider that that is it's called a deep dive. I guess that makes a lot of sense [00:11:00] to,

Kyle Johann-Baker (he/him): Yeah, because I mean, like, really, it is. And that's where that that that that we're searching for is we're having these really intentional conversations that's allowing people to engage. And I think what's really cool about what you shared is that sometimes at the end of these conversations, people have a somewhat life changing decision, depending on what's going on, or they have this newfound confidence of where they want to go.

Kelsea Warren (she/her): Yeah. Yeah. And I think even I just, outside of work as well, just. Thinking about it is really something that I cherish and I look forward to and I can just like help someone along to just achieve whatever they're trying to. And I almost kind of, I made a post about going all in, I think

yesterday, but like kind of this approach of like, what does that look like for you?

And like. It doesn't even have to be a goal that's like status or title. It's like, you're telling me that you want to do something like really fun in your life or [00:12:00] really cool. And like, I just love to be the person that helps kind of like nudge them along to that, while also needing to be careful sometimes, like not everyone wants to, is ready or willing, or it's, you know, has the means to do those things too.

So that's something I'm always trying to like. I could make a business out of anything, you know, so

Kyle Johann-Baker (he/him): uh, It's so fun just hearing these examples like pop up of how you are like getting to like these deep desires with folks you're understanding what it is and also even in that process assessing with them and figuring out. Is now the right time? Do you have the resources you need to make this big move?

Do you have the psychological safety that you need in order to do this, like, fun thing that maybe you've always wanted to do since you were a child, but we're like, Doing it today because we are [00:13:00] safe, we are resource and we're ready to let our inner selves really enjoy what's happening.

Kelsea Warren (she/her): I agree.

Have you ever wanted to influence what gets talked about on a podcast? Well, today is your chance. We are collecting questions, wonderings and thoughts for what to cover on our podcast in future episodes. Whether your question is about. how to use a strength, how to apply your strengths towards career development, or a challenge that you're running into life and you wonder, can strengths help me out with this?

Go to the show notes or the description of this podcast episode and click the link to submit your questions for the podcast. It'll send me an email and I'll probably even reply asking you a few more questions. Thanks for doing this. And we're so [00:14:00] excited to cover these questions that you have and add to our community as we explore and love our strengths.

Kyle Johann-Baker (he/him): I'm curious to hear how you've invested in Relator to really grow it as a strength that there are life experiences or things that you do daily to grow Relator.

Kelsea Warren (she/her): So I definitely have some daily practices, but I think for me. I want to maybe take a second to talk about what happens when we're not paying attention to these strengths and coming from the lens of burnout and just like thinking about what that looks like to me, burnout is just like you have, you know, values, strengths, whatever, consider them buckets.

And when those things are empty, it contributes to these feelings. And I think for a long time, like I would say the past. Year or so there have been moments where I just am like everything else is fine [00:15:00] and I love doing what I'm doing. And these interactions I'm having with people are amazing, but there's just been like, this is deep, like draining kind of a feeling.

And I think when we think about Relator and those connections, it's like, I do have all those connections and I got so busy

Kyle Johann-Baker (he/him): Silence.

Kelsea Warren (she/her): that those things weren't always prioritized or whatever. You know, just circumstantially, like, you know, being across the country from friends and family and things like that, like that provides a bit of a barrier, you know, time zones and things, but just not being intentional with like the reaching out and the, the FaceTime.

So to tie it back to kind of like what I do be really try to be mindful of. And what I'm actively, I guess, working on is taking more ownership over the initiation piece and recognizing that. It is really easy. It's easier for me to initiate, especially with like friends, [00:16:00] family members, like, Hey, how are you doing?

You know, we're all busy. You know, you get those. I'm and I'm also a terrible texter, like we'll read it. And then, oh, I go to respond and I'm like, waiting for them to respond, but I've never. Responded, you know, like days later, like, oh, I actually typed this out and just like, didn't hit send. So, you know, I'm like, I have lots to work on, but I think I am trying to take more like ownership over the fact that it's easier for me to go and check in on those people initiate conversation.

And it might not be like, they're, it's not as easy for them and it means nothing about me or how they feel about our relationship or anything like that. And so. Really trying to like, you know, we try to have like daily FaceTimes with my two sisters that live in Oregon, you know, just kind of, but I'm the one that

usually calls them because I'm up first and I'm just, you know, if they want to answer, they can.

And so it's just like holding on to like, these are the [00:17:00] things that are actually these interactions with people that I were really close to that I do care about are the things that fill the bucket. And I think since I have been. More intentional about reaching out to friends. We just took a vacation back home.

Spent two weeks there to just like camp and like hang out and like came back very replenished feeling. So, um, even at work too, like working, you know. I have, uh, Marissa, she's my business manager, but still it's like virtual setting, we're not in the office. And so there's just some like disconnect, I think too, just from that.

So really trying to be intentional, um, professionally with getting involved in coachings, that's more in group settings. So I'm around people, I'm doing more coffee chats, being involved in, uh, the own, so I have a membership and so being more involved in like my own community as kind of a member, that's how I've set it up.

So super excited to have you. Come talk to us again soon. Um, they're going to love it. So [00:18:00] I think that's kind of what I'm doing daily. Just being more intentional that this is a bucket that I need to constantly prioritize and refill, and then just kind of like on a more theoretical level for me, I also daily will look at my meetings that I have with people and like the tasks that I have for the day and really ground myself in a value that I, how I want to kind of show up.

And so that I'm making sure. You know, that day a little seems a little chaotic or maybe like, you know, generosity is like, I have some coffee chats and like, that should be something that I really want to ground myself in. That is what I will do. So that I'm leaving those interactions showing up how I really want to show up.

And I think that helps a lot. So I would say those are the things like, as far as investments, um, that really are filling the bucket at the moment.

Kyle Johann-Baker (he/him): No, I really enjoy that because, I mean, we're really capitalizing and recognizing the need to, like, have those connections [00:19:00] and have them with, like, specific people, specific spaces and. Even I, what I'm also hearing is they each have different cadence, they have different amounts of time that you're spending with each person with each aspect of your community.

It's not like whether you have a later in your top five or not, it's not about doing something. Every day, or it's not about doing something out like this, like very specific prescriptive cadence. Like what it's about is figuring out what is that cadence and rhythm that works for you that leaves it so that it feels like this is something I get to do.

This is something I enjoy doing instead of something that I have to do and feels like a chore. When we work with our strengths, we're finding ways to make it so that this is something that feels life giving and is going to like ultimately work for you.

Kelsea Warren (she/her): Yeah. Yeah. That makes a lot of sense too. Cause I have also found myself like on the flip side of that and like, almost like a resentment, like why am I [00:20:00] the only one that reaches out or, or those things. So I think since I've kind of released that pressure, that makes a lot of sense to just bring it back to something that's.

Although, you know, you hear kind of the phrase sometimes that just because you're good at it doesn't mean you like it and those things. I do like genuinely like that when I think about it. To my core, I do, but I think I just also have to be mindful of my own energy and output around it too.

Kyle Johann-Baker (he/him): Yeah, you know, one thing I'd like to float by you is an idea. I mean, just me making connections. So connectedness is one of my top five. And so I'm always thinking about what's the connection, what's the relationship here. And even as you talk about. The more you talk about Relator, the more I continue to see connection into your work as we talk about helping people connect with their workplace values, addressing burnout, elevating well being is like in these conversations in the work that you're doing, like you're having a deep dive conversation with somebody.

And in that process, like, One, [00:21:00] you're building a relationship with that person, but you're also helping that person build a relationship with themselves again and build a healthy relationship so that this can be sustainable and really work for them.

Kelsea Warren (she/her): Yeah. I appreciate that. I think that is, yeah, the relationship with themselves. It's like something that is kind of a recurring theme, especially with one on one. It's kind of like rewriting their career, the relationship they have to their careers specifically. So it's like, it's okay to, you know, release some of these things that we are holding onto and just move forward.

And it's really, yeah, I love seeing people just like step into that fully.

Kyle Johann-Baker (he/him): Uh huh. Ah. Oh, how cool. You know, I know you mentioned that you thought maybe you would have some questions that you wanted to ask me. What are some things that you're wondering? Like, let's use this space to talk about some of that stuff too.

Kelsea Warren (she/her): Yeah, I just, I think it's interesting that the [00:22:00] thinking about together, relater and individualization is just an interesting combination. Um, so do you have any connection points, I guess, for those two things specifically? Like, I think it definitely shows up in coaching, but. It seems kind of, they seem parallel and opposite at the same time.

Kyle Johann-Baker (he/him): Yeah. I'm curious to hear how you like see them as opposite, if you don't mind me asking.

Kelsea Warren (she/her): I think when I think about Relator, it's like us both showing up like authentically, but to me that also means there's common ground and like connection there. But then like individuation is like definitely being able to appreciate like the uniqueness

Kyle Johann-Baker (he/him): Yes.

Kelsea Warren (she/her): the, of the situation and the person. So it's like.

Kyle Johann-Baker (he/him): Yeah, okay, that helps me see your perspective there because I think you're 100 percent accurate there and I think that to me what I see in this like [00:23:00] duality of both like relator finding like those common points and like individualization like recognizing those differences, you have that dual kind of, um, thinking like a magnet that like my vision goes to like a magnet that's spinning because like we have these like polar opposites that are propelling.

I don't even know where this vision comes from but like I see these being a way it's like a motor that helps us move along because it's not like we are just seeing one perspective and it's only about the things that we have in common and instead we have. Both of these perspectives, we can recognize our differences.

We can appreciate them and we can use like relator. And I think that with this, like. It's going to depend on each person, like what it is that they're looking for, whether they're looking to like be seen for who they are and like, it's because they're things that you directly relate with, or I think when I'm [00:24:00]

tapping into relate or into individualization, it's sometimes about like recognizing what somebody else does and me saying like, I don't do that.

You're really neat in the way that you can do this thing so well and being a way for recognition in that way. So I think that they, I mean, they're definitely, and this is part of like why they're separate is because like they have unique properties to them and they have their own special sauce. And even you have your own unique way that you bring them both to the table.

Kelsea Warren (she/her): Yeah, no, that makes so much sense. The, the last part that you said about kind of just being able to point, like, I don't do that, I think is something you probably know you're a strengths coach. So you probably hear this all the time. Like, someone's like, well, I didn't even realize that that was something important or to anyone else.

Like, Cared about. And so I think that that comes out. I hear that a lot and like helping people. [00:25:00] They're they're having a really hard time with transferable skills, or I don't even know what I'm good at. And I'm like, really? Because I'm sitting here and I see like 5 different things that you said that are all related.

And it seems like you're always getting, you know, people love you for this and like, they're like, wait, what? So, um, I think that's a good point for sure.

Kyle Johann-Baker (he/him): yeah, I didn't I love that example there of even just like identifying transferable skills like When we talk about transferable skills, we're talking about things that we can take from like one job, one area of life and apply it to what is next and like identifying transferable skills for folks. It's like something that especially with the career coaching that I do too.

They're like, Okay. What do you mean that's special? And I'm like, yes, that's special. Like, this is something that you can like put on your resume or it's figuring out like you do this thing. Well, how can we conceptualize this in whatever future role endeavor that you're working towards and [00:26:00] really identify those along with people?

Kelsea Warren (she/her): Yeah. Yeah. Interesting. How just like really seeing people and appreciating them like from an external just helps them with their like career pathing or whatever path, like whatever they're doing, you know, just so like that external perspective of like, if you can have someone that really just knows you

Kyle Johann-Baker (he/him): Yeah. No. And I think, and this is a great example too, of even how like our strengths work in conjunction with each other. It doesn't mean that like they are always acting in partnership, but like, there'll be times that, I mean, you even mentioned belief earlier today that I think that belief like has an impact on this and like why I'm doing this work and like, I hear responsibility pop up in your conversation.

My training as a strengths coach is like, I see these connections just innately. And what we're doing is we're continually bringing this out and helping us know, like, why, [00:27:00] why do people want to work with me? Why are these strengths, these signatures that I have, and continuing to articulate. This is the specialness that I bring, whether you are a business owner, whether you're transitioning in your career, like Kelsey, especially like somebody that can help with identifying those values, those skills and figuring out what are the systems that are going to support you and really put like you first.

Kelsea Warren (she/her): for sure. I always explain it to people like for coaching and you probably relate to this too. We're in a car. You know, your hands are on the steering wheel, we're driving, we're going on a trip somewhere, we don't know what the destination is, I'm in the passenger seat, and I have the map. You can't see the map, but I'm gonna help you get there, and you still are in control of the steering wheel.

So, I think that's a good summary of what you just said. Yeah,

Kyle Johann-Baker (he/him): Yeah, no, whatever detour is like you want to take, like you see the world's [00:28:00] largest like thimble. Yeah, we can stop there. Like that's great. Like, and maybe that actually is part of the journey. Like we're figuring this out. We're going to take a picture next to it and find out like there's something that we couldn't even plan for.

But like, I mean, there's a route, there's an idea and like, we're here to listen to you in that process.

Kelsea Warren (she/her): yes, yeah, yeah, we'll get you in the general direction and you can take all the stops you want.

Kyle Johann-Baker (he/him): Uh, so, I mean, last kind of thought is I'd love to hear what you're looking forward to in life, in business, like what's coming up for you.

Kelsea Warren (she/her): So, well, in life I have a lot coming up. We're preparing for a move. We don't know where we're moving. All of that fun unknown stuff. So that's coming up. Um, it involves a little more than the last time we moved because we have a business and a baby, you know, four year old. So just more, more to deal with there.

So that's fun. Um, You know, sometimes it's nice moving frequently because it's [00:29:00] like, I don't know, I get a little like, it's just time to like, freshen things up. So new state, new house and and that's good. Um, I also am really just looking forward to from just a professional, like, business perspective,

Kyle Johann-Baker (he/him): Silence.

Kelsea Warren (she/her): getting more comfortable in the formal.

So I think we kind of have touched on a little bit, like with Relator, like the informal relationships and like, kind of just that shows up for me, um, and doing some like more research into it. Like, it says there specifically, like, you probably thrive in informal work settings as well. And that has always been true working in small businesses, nonprofits.

You know, I like to be myself. Authenticity is definitely a workplace value of mine as well. So it's. You know, the corporate setting seems a little scary to me, and I've had some opportunities to do, you know, bigger workshops, you know, larger organizations. I did a keynote recently for University of Arizona and like, it's just, [00:30:00] I know that if I want to continue spreading the message and doing the work and spreading the impact of workplace values that I kind of have to do some things for myself to be a little bit more comfortable in those more formal settings.

And so I enrolled in something called speech club. And, um, just trying to do more again, kind of putting myself out there in a different way and like being street, like intentionally preparing for those things. Um, so I'm really excited about that. What that means for me, cause it feels kind of like I have to like a rise to the occasion type of moment.

And I'm just excited for what happens during the process after that process. And so that would be, I guess, professionally what I'm excited for.

Kyle Johann-Baker (he/him): Exciting stuff and lots of change. And again, going back to that, like, intentionality as we're figuring out, like, where are we going? And how can I feel supported and resourced in this process?

Kelsea Warren (she/her): Yeah. Yeah, for sure. That's a good point.

Kyle Johann-Baker (he/him): Yeah. Um,

Kelsea Warren (she/her): all in.

Kyle Johann-Baker (he/him): yeah. So, I [00:31:00] mean, if folks want to stay in touch with you, get to know you more, where do you like to hang out in the Internet? How can folks connect with you?

Kelsea Warren (she/her): Yeah. I am the seamless coach on all platforms pretty much. So www.theseamlesscoach.com. Um, TOK primarily where I hang out mostly Instagram, I would say do have a LinkedIn. Um, that would be Kelsey Warren, but you could probably find the seamless coach on there as well. Um, yeah, come hang out. I love to just make reels and talk to you all on story.

So that's, it's my fun, happy place too.

Kyle Johann-Baker (he/him): Yeah, no, I love the wisdom that you're always sharing and it's always a different lens approach to that workplace well being and ways that you can connect with yourself. So reach out to Kelsey, check out her communities and programs that she offers, uh, and I really do appreciate you taking this time today to talk, learn about Relator, ask questions and share who you are.

Kelsea Warren (she/her): [00:32:00] Thanks so much for having me and thanks for sharing your insights. Those are super helpful and I have some things that I need to think about. I think so.

Thank you for being here. I bet while listening to this episode you thought of a friend or a family member. Sharing this episode with them would be a great way to help them feel seen for who they are. We want to take a moment to say a special thanks to our supporters Opulence Abundance and Katie Luanias.

You too can support the podcast by donating to our Buy Me a Coffee. You can find the link in the show notes. Finally, this episode was produced by me, Kyle Johan Baker, and the music is by Secret Nation. Thank you for being you, and I hope you have a wonderful day. Peace.[00:33:00]