

Sarah Kimball Grunblatt, ThM, MPH, MS, MEd, MEd, MA, BS

Chief Kindness Officer, Servant Leader, Polymath, Educator, & Missionary

TEAM KENNEDY, AMERICAN VALUES 2024, MAKE AMERICA HEALTHY AGAIN, MAKE LOUISIANA HEALTHY

- Fulltime Volunteer: Social Media Engagement, Policy, Marketing, Strategic Planning, Logistics, Supply Chain, Purchasing, Distribution

JOHNS HOPKINS UNIVERSITY, KENNER DISCOVERY HEALTH SCIENCES ACADEMY, IMAGINE LEARNING, MAD SCIENCE, ENVISION, SCPPS, CCCS, NOBTS, UNO, SELU, & TU

- Adjunct Professor
- Dual Enrollment Instructor
- Academic Instructor
- Interventionist
- Tutor
- Health Fair Organizer
- Swim Team Coach
- HOSA Future Health Professionals Sponsor
- ChemClub Sponsor

LOUISIANA DEPARTMENT OF HEALTH – OFFICE OF PUBLIC HEALTH

- Program Manager of Public Health Infrastructure (Contract)
 - \$50 million federal grant management & administration

HUB ENTERPRISES & ETHOS RISK SERVICES

- Pandemic Response Supervisor
- Community Health Worker
- Self-Service Que Supervisor
- Quality Assurance Supervisor
- Contact Tracer

TULANE UNIVERSITY (TU)

- Assistant Director of Fitness & Wellness Programs
- Personal Trainer
- Fitness Certification Event Organizer
- Special Event Organizer & Conference Host (2,000+ people)
- Instructor: Group Exercise, PiYo, Spinning, Step, Zumba, Etc.
- American Red Cross CPR & First Aid Instructor
- Water Safety Instructor (Swimming Lessons)

2023 - Present

Are you here?

2023 - 2025 & 2007 - 2008

2004 - 2024

2020 - 2022

2023

2018 - 2020

2020 - 2023

2013 - 2016

2008 - 2012

2002 - 2007

NEW ORLEANS BAPTIST THEOLOGICAL SEMINARY (NOBTS)

- Master of Theology in Christian Leadership
- Master of Arts in Missiology
- Adjunct Professor
- Advanced Graduate Certificate in Leadership
- Graduate Certificate in Leadership
- Weight Room Specialist

LOUISIANA STATE UNIVERSITY HEALTH SCIENCES CENTER (LSUHSC)

- Master of Public Health in Epidemiology
- Minor in Biostatistics
- Research Honors Certificate
- Student Worker: Epidemiology Research

UNIVERSITY OF NEW ORLEANS (UNO)

- Master of Science in Healthcare Management
- Master of Science in Chemistry
- Adjunct Professor
- Graduate Excellence Award (Full Tuition Scholarship)

WILLIAM CAREY UNIVERSITY (WCU)

- Master of Education in Academically Gifted
- Master of Education in Secondary Education
- State of Louisiana Level 3 Teaching Certificate
- Coordinator of Admissions and Student Records
- Marketing Intern: Teacher Certification Program

LOUISIANA STATE UNIVERSITY (LSU)

- Bachelor of Science in Kinesiology
- TOPS Honors Scholarship

LinkedIn: [linkedin.com/in/SarahGrunblatt](https://www.linkedin.com/in/SarahGrunblatt)

Website: <https://grunblatt.com/blog>

X, FB, Insta, TikTok, & Truth Social: @SarahGrunblatt

Email: Sarah@Grunblatt.com

Sarah Kimball Grunblatt, ThM, MPH, MS, MEd, MEd, MA, BS

References & Endorsements

REGGIE OGEA, TH.D., M.DIV.

- Professor of Leadership and Pastoral Ministry, New Orleans Baptist Theological Seminary
- Director, Jim Henry Leadership Institute
- rogea@nobts.edu
- 504.816.8046

KENDRA LESAR, DRPH, CHES

- Assistant Professor, Tulane University School of Public Health & Tropical Medicine
- klesar@tulane.edu
- 504.988.5388
- former: Louisiana Department of Health COVID-19 Community Support Program Manager

JODY BROUSSARD

- Executive Director, COVID-19 Pandemic Response Project, Hub Enterprises/Ethos Risk Services
- jbroussard@hubenterprises.com
- 337.349.4428
- *"Sarah has excelled in several specialized roles including multiple leadership positions. She has my HIGHEST recommendation."*

KIMBERLY GAUTREAUX

- Quality Control Lead and Community Support Worker, COVID-19 Pandemic Response Project
- Hub Enterprises/Ethos Risk Services
- kimberly.gautreaux@hubenterprises.com
- 337.228.5864
- *"Sarah's knowledge, patience, and understanding have been a key factor in helping others and myself to succeed in this program. She is by far the best supervisor I have ever worked for."*

VIKTOR POLTAVETS, PH.D.

- Professor, University of New Orleans Chemistry Department
- *"Sarah has a firm academic background and the key ability to comprehend difficult points of the subject. Coupled with good analytical reasoning, and with her thoroughness, she strives to understand the matter comprehensively. I often observed her explaining chemistry concepts to other students."*

ED (EDWARD) TRAPIDO, SC.D, F.A.C.E.

- Dean and Professor, LSU School of Public Health-New Orleans
- Wendell H. Gauthier Chair of Cancer Epidemiology
- Professor and Associate Dean for Research
- Deputy Director, Stanley S. Scott Cancer Center
- etrapi@lsuhsc.edu
- 504.568.5772

NICOLE BERBERET, MAT

- Instructional Supervisor, Imagine Learning
- nberberet@imaginelearning.com
- 714.366.6133

KIMBERLY SHELTON

- Director and Quality Assurance Point of Contact, COVID-19 Pandemic Response Project
- Hub Enterprises/Ethos Risk Services
- kimberly.shelton@hubenterprises.com
- 318.332.0082
- *"There are like three of y'all [out of hundreds] that I could not do this [job] without, and you [Sarah] are very much one of those three."*

MARK TRUDELL, PH.D.

- Chair, University of New Orleans Chemistry Department
- Distinguished Professor of Chemistry
- *"Sarah Grunblatt is an excellent instructor in the Chemistry Department. She is very passionate about chemistry and teaching chemistry. Ms. Grunblatt was very effective in transitioning students to on-line instruction during the pandemic shutdown. Students felt that she provided excellent instruction and the extra help they needed to succeed during the Spring Semester shutdown."*

ANONYMOUS UNO CHEMISTRY STUDENT

- *"I loved having professor Grunblatt. She had well-organized PowerPoints that were interesting, and she spoke very clear and loudly to the class. She is very charismatic and seemed to genuinely care about us learning. I enjoyed listening to her lectures."*

"In ALL things I have shown you that by WORKING HARD in this way WE must HELP the weak and remember the words of the Lord Jesus, how he himself said, 'It is more blessed to GIVE than to receive.'" Acts 20:35 (ESV)

Sarah Kimball Grunblatt, ThM, MPH, MS, MS, MEd, MEd, MA, BS

Work Ethic, Personality, & Life Experiences

I AM A(N) ...

- “Human golden retriever” (according to my best friend)
- Middle child (empath, peacemaker, and people pleaser)
- Christmas Baby – Sunday, December 25, 1983 (41 years old)
- “Architect” (INTJ-A) – imaginative, thoughtful, and strategic thinker with a plan for everything
- Neurodivergent person / A person with unseen disabilities (autism, ADHD, cPTSD, and rejection sensitive dysphoria)
- Orthodox Christian (first mission trip in eighth grade)
- Minister’s wife (married at 25) and Chief Financial Officer (CFO) of 16 years and step-mother / step-grandmother

I LOVE ...

- Working behind the scenes (being a dependable “rockstar”)
- Perfecting the details while applying rationality and creativity
- Science, statistics (the universal language), and Scripture
- C-H-O-C-O-L-A-T-E!! (especially mint & chocolate)
- To curl up in bed and read an entire book in a day
- Dill pickles, pickle juice, fried pickles...ALL. THE. PICKLES.
- New Orleans, Louisiana, French culture, and Seattle, WA

I HAVE OVERCOME ...

- An unstable childhood due to domestic violence
- At 11, taking care of my 4-year-old sister while mom worked
- The death of an older half sister when I was in sixth grade
- Moving to a residential boarding high school at 16 (LSMSA)
- Being a first-generation college student
- Academic probation and losing my tuition scholarship plus stipend (despite being an LSU Honors College student)
- Rejection from 5-7ish doctoral programs (so far)
- A grapefruit-sized fibroid and partial hysterectomy at 35 in 2020
- COVID-19 global pandemic and lockdown in 2020
- Home damage, water insecurity, no electricity for a month, and food scarcity for 3 months, due to Hurricane Ida in 2020

I STRIVE TO ...

- Accept excellence in myself instead of perfection
- Be honest, direct, independent, understanding, and ethical
- Help every person I possibly can at all times
- Communicate simply, effectively, and efficiently (no jargon)

I AM SKILLED AT ...

- Leadership, public speaking, presentations, & report writing
- Problem solving, pattern recognition, strategic planning
- Technology, AI, Web3/Web 3.0, research design, data analysis
- Embracing rationality and impartiality and thereby excel in intellectual debates and scientific or technological fields
- Languages: English, the Bible, Science, French (basic), SAS, Math/Statistics/Excel/Finance, Gen Z/Social Media/Marketing

I BELIEVE ...

- In truth, justice, and care. In humility, choice, and consent.
- Everyone has a story with hurt and pain they don't talk about
- “One small gesture of love can change everything.” - Cabrini
- In lifelong learning and making learning FUN
- Travel and cultural exchange are the best education
- Switching to the metric system would benefit our country
- You don't have to agree with someone's worldview to encourage one another and collaborate as a team

I STRUGGLE WITH ...

- Eye contact & situational mutism (written comm. preferred)
- Conflict, raised voices, and/or tension of ANY kind
- Two parents with cancer (and other health issues)
- Keeping jobs because I will not compromise my integrity
- Eating onions (a genuine problem in the South)
- Identifying and understanding the priorities of others
- Saying no (and therefore take too much on my plate)
- Asking for help, or even receiving help of any kind

I THRIVE WHEN ...

- I feel safe, heard, valued, trusted, and appreciated
- Priorities are clearly identified, written, and ranked
- I can work alone in my areas of strength and then come together to collaborate toward a shared goal or outcome
- Communication truly flows in all directions
- I determine my own schedule by planning my day in advance to maximize efficiency and my energy for the day

I BRING ...

- An obsession with organization and color-coding
- A global perspective due to mission work in Turkey (refugees), Israel (archaeological dig), Russia, Nicaragua (medical), Mexico (medical), San Diego, New York City, New Orleans

According to 16personalities.com:

- Energy: 74% Introverted (vs. 26% Extraverted)
- Mind: 71% Intuitive (vs. 29% Observant)
- Nature: 68% Thinking (vs. 32% Feeling)
- Tactics: 68% Judging (vs. 32% Prospecting)
- Identity: 63% Assertive (vs. 37% Turbulent)

I HAVE EARNED ...

- MATHCOUNTS Captain and Library Club President
- Principals Award in 7th grade (all ‘A’s every grading period)
- Girl Scout Silver Award in 10th grade
- \$25,000+ in grants for my classrooms/students
- \$40,000+ in donations for Team Kennedy
- 8 degrees (so far) with no student loan debt

“But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. There is no law against these things!” Galatians 5:22-23 (NLT)

New Orleans Baptist Theological Seminary

The President and Trustees of New Orleans Baptist Theological Seminary

upon recommendation of the Faculty and by virtue of

authority vested in them this day hereby awards

Sarah Kimball Grunblatt

the degree of

Master of Theology

in recognition of the fulfillment of the requirements for this award

and with all the privileges, rewards, and responsibilities pertaining thereto.

In testimony whereof, our signatures are hereunto affixed at New Orleans, Louisiana,

This sixteenth day of May in the year of our Lord two thousand and twenty-five.

President



Chairman of the Board of Trustees



Provost



Registrar



This digital credential is an official document of New Orleans Baptist Theological Seminary

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Casey Evans
Registrar

Questions? Contact:
regfrnt1@nobts.edu

Louisiana State University Health Sciences Center at New Orleans

On the nomination of the Faculty of the
School of Public Health
has conferred upon

Sarah Kimball Grunblatt

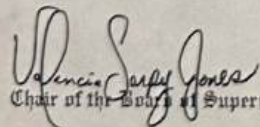
the degree of

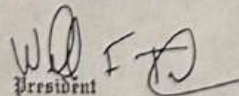
Master of Public Health

with all the Honors, Rights, and Privileges to that degree appertaining.

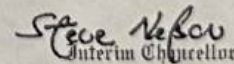
In Testimony Whereof, the seal of the University and the signatures
as authorized by the Board of Supervisors are hereunto affixed.

Given at New Orleans, Louisiana on the eighth day of December in the year two thousand and twenty-two.


Valencia S. Jones
Chair of the Board of Supervisors


President




Steve Nelson
Interim Chancellor


Dean

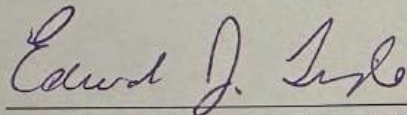
LSU HEALTH SCIENCES CENTER
SCHOOL OF PUBLIC HEALTH
NEW ORLEANS

THIS ACKNOWLEDGES THAT

SARAH GRUNBLATT

HAS COMPLETED THE REQUIREMENTS FOR

RESEARCH HONORS



Edward J. Trapido, SCD, FACE
Associate Dean of Research & Interim Dean

May 17, 2023



University of New Orleans

On the nomination of the Faculty of the

Graduate School

has conferred upon

Sarah Kimball Grunblatt

the degree of

Master of Science

in

Health Care Management

with all the Honors, Rights and Privileges to that degree appertaining.

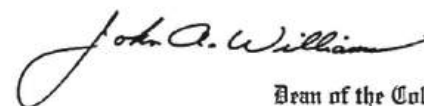
In Testimony Whereof, the seal of the University and the signatures as authorized by the University of Louisiana Board of Supervisors are hereunto affixed. Given at New Orleans, Louisiana, on the twenty-second day of May in the year two thousand and twenty.



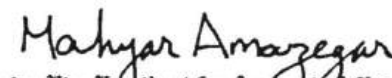
Chairman of the Board of Supervisors
University of Louisiana System



President
University of Louisiana System



Dean of the College



Provost & Senior Vice President for Academic Affairs



President

University of New Orleans

On the nomination of the Faculty of the

Graduate School

has conferred upon

Sarah Kimball Grunblatt

the degree of

Master of Science

in

Chemistry

with all the Honors, Rights and Privileges to that degree appertaining.

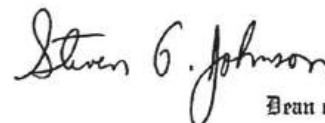
In Testimony Whereof, the seal of the University and the signatures as authorized by the University of Louisiana Board of Supervisors are hereunto affixed. Given at New Orleans, Louisiana, on the twenty-second day of May in the year two thousand and twenty.



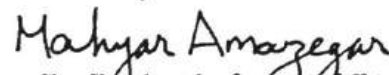
Chairman of the Board of Supervisors
University of Louisiana System



President
University of Louisiana System



Dean of the College



Provost & Senior Vice President for Academic Affairs



President

William Carey University

Upon the recommendation of the Faculty and by authority of the
Board of Trustees hereby confers upon

Sarah Brunblatt

the degree of

Master of Education

together with all the rights, privileges and honors
to that degree appertaining.

In witness whereof we have affixed the seal of the University
and the signatures of the authorized officers at
Hattiesburg, Mississippi, February 20, 2015.

R. Thomas King
President



Gary M. Ireland
Vice President of Academic Affairs

William Carey University

Upon the recommendation of the Faculty and by authority of the
Board of Trustees hereby confers upon

Sarah Grunblatt

the degree of

Master of Education

together with all the rights, privileges and honors
to that degree appertaining.

In witness whereof we have affixed the seal of the University
and the signatures of the authorized officers at
Hattiesburg, Mississippi, February 19, 2016.

R. Thomas King
President



Gary M. Brubaker
Vice President of Academic Affairs

New Orleans Baptist Theological Seminary

hereby awards

Sarah Rebecca Kimball

the degree of

Master of Arts in Missiology

in recognition of all the requirements of the Trustees and Faculty;
and with all the privileges, rewards, and responsibilities pertaining thereto.
In testimony whereof, our signatures are hereunto affixed at New Orleans, Louisiana,
this twenty-fifth day of July in the year of our Lord two thousand and eight.


President of the Seminary


Chairman of the Board of Trustees of the Seminary




Provost of the Seminary


Registrar of the Seminary

Louisiana State University

and

Agricultural and Mechanical College

On the nomination of the Faculty of the

College of Education

has conferred upon

Sarah Rebecca Kimball

the degree of

Bachelor of Science

with all the Honors, Rights and Privileges to that degree appertaining.

In testimony Whereof, the seal of the University and the signatures as authorized by the


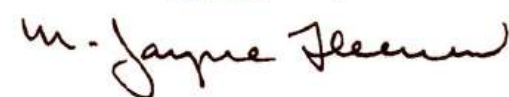
Board of Supervisors are hereunto affixed. Given at Baton Rouge, Louisiana

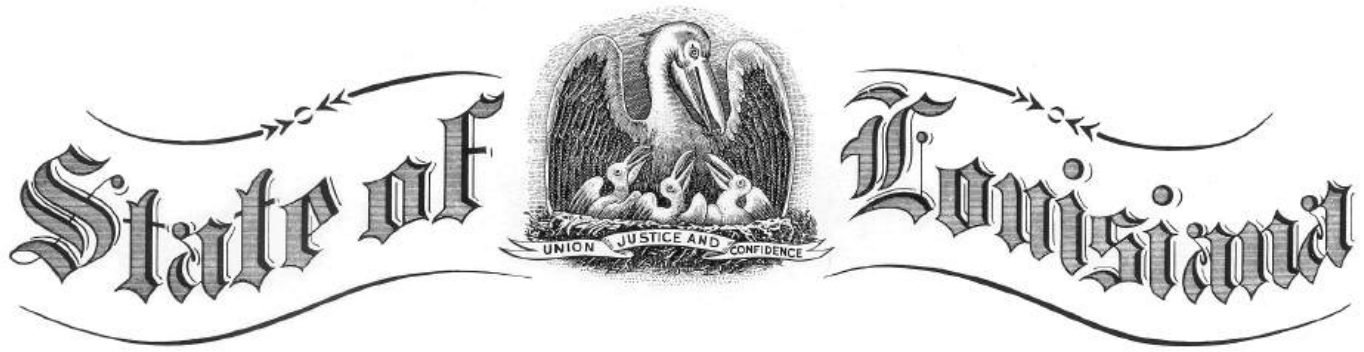
on the eighteenth day of May in the year two thousand and seven.


Chairman of the Board of Supervisors


President




Chancellor

Dean



STATE DEPARTMENT OF EDUCATION

Certificate Type
TEACHING CERTIFICATE

NUMBER
LEVEL 3 619536

VALID
8/12/2020 - 8/12/2025

Certificate Issued To:

SARAH REBECCA KIMBALL GRUNBLATT

By the Louisiana Department of Education, based upon the following:

MASTER'S DEGREE PLUS 30 GRADUATE HOURS, , 2015

B.S., LOUISIANA STATE UNIVERSITY, 2007

M.A., NEW ORLEANS BAPTIST THEOLOGICAL SEMINARY, 2008

M.ED., OUT-OF-STATE COLLEGE OR UNIVERSITY, 2015

ELIGIBILITY: The holder of this certificate is eligible for the following area(s) and/or terms:

BIOLOGY 6-12, 3/3/2015

GENERAL SCIENCE 6-12, 3/3/2015

HEALTH AND PHYSICAL EDUCATION (K-12), 3/3/2015

CHEMISTRY 6-12, 12/3/2015

ACADEMICALLY GIFTED, 12/3/2015

ENGLISH AS A SECOND LANGUAGE, 10/7/2020

ENVIRONMENTAL SCIENCE 6-12, 8/3/2021

BUSINESS EDUCATION SUBJECTS 6-12, 8/3/2021

VOCATIONAL AGRICULTURE 6-12, 8/3/2021

MARKETING 6-12, 8/3/2021

For renewal of this certificate, individuals must successfully meet the standards of effectiveness for at least three years during the five-year initial or renewal period pursuant to LA R.S. 17:3886.

For renewal of this certificate, individuals must successfully meet the standards of effectiveness for at least three years during the five-year initial or renewal period pursuant to LA R.S. 17:3886.

Ronnie Morris


Dr. Preston Cade Brumley

Course Completion Form

Certification Add-On Endorsement Area: Modules reference below are those approved by BESE for LRCE's 2011 implementation of Special Education Mild/Moderate Integrated Merged Approach initial certification program for Grades 1-5, 4-8 and 6-12.

Note: Three semester hours are equivalent to 45 contact hours.

Bulletin 746 Course Requirements	Credit Hours	Private Provider Equivalent Courses/Modules	Contact Hours
Assessment and Evaluation of Students with Disabilities	3	Module 3: Assessment	45
Fundamentals of Instructional Technology	3	Module 4: Instructional Planning Module 5: Instructional Strategies	45
Behavioral Support and Intervention	3	Module 2: Learning Environments and Social Interactions	45
Collaborative Teaching	3	Module 6: Collaboration	45
Instructional Practices in Special Education	3	Module 1: Foundations, Development, Characteristics and Learning Differences Module 4: Instructional Planning Module 5: Instructional Strategies	45
Self-Determination and Transition	3	Module 2: Learning Environments and Social Interaction	45
Reading and Literacy	9	Module 7: Reading and Literacy	135
Total Credit Hours:	27	Total Contact Hours:	405

Sarah Grunblatt	December 15, 2023
Candidate Name	Date
The above candidate has successfully completed all modules and contact hours through LRCE Teach! as required by Louisiana Bulletin 746: Louisiana Standards for State Certification of School Personnel.	
	December 15, 2023
Signature of Christopher Joyce, Program Director	Date

SARAH K. GRUNBLATT

Most Recent Test Date: February 4, 2022

Address: 102 Melrose Drive, Destrehan, LA, 70047 United States

Registration Number: 0605708

Print Date: February 17, 2022

Email: sarahgrunblatt@gmail.com

Phone: 1-9852092911

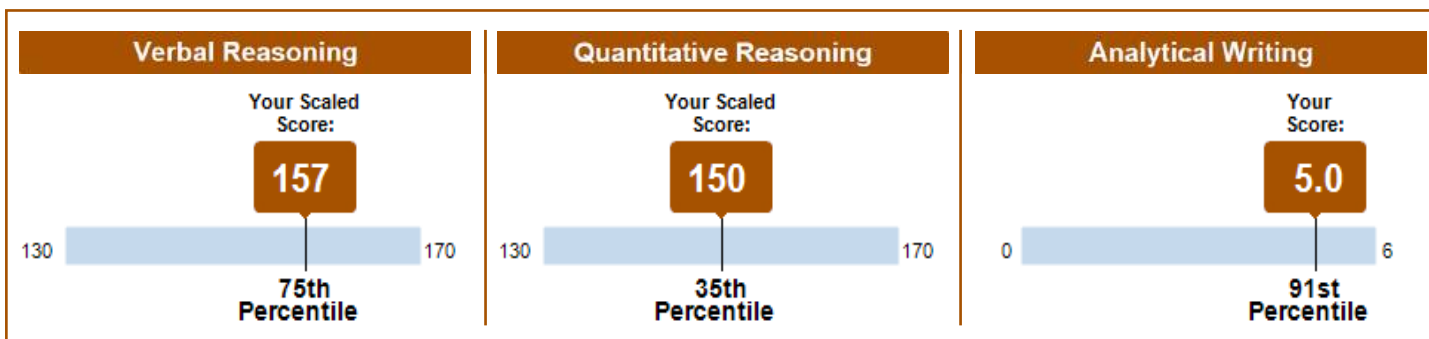
Date of Birth: December 25, 1983

Social Security Number (Last Four Digits): 3397

Gender: Female

Intended Graduate Major: Epidemiology (0606)

Your Scores for the General Test Taken on February 4, 2022



Your Test Score History

General Test Scores

Test Date	Verbal Reasoning		Quantitative Reasoning		Analytical Writing	
	Scaled Score	Percentile	Scaled Score	Percentile	Score	Percentile
February 4, 2022	157	75	150	35	5.0	91

Subject Test Scores

You do not have reportable test scores at this time.

Your Score Recipient(s)

Undergraduate Institution

Report Date	Institution (Code)	Department (Code)	Test Title	Test Date
February 16, 2022	LOUISIANA ST U BATON ROUGE (6373)	KINESIOLOGY (0623)	General Test	February 4, 2022

SARAH K. GRUNBLATT
Most Recent Test Date: February 4, 2022
Date of Birth: December 25, 1983

Registration Number: 0605708

Print Date: February 17, 2022

Designated Score Recipient(s)

Report Date	Score Recipient (Code)	Department (Code)	Test Title	Test Date
February 16, 2022	LSUHSC School of Public Health SOPHAS (1316)	EPIDEMIOLOGY (0606)	General Test	February 4, 2022
February 16, 2022	TULANE U SCH PUB HLT & TRP MED (6809)	EPIDEMIOLOGY (0606)	General Test	February 4, 2022
February 16, 2022	U NEBRASKA MED CTR SOPHAS (0695)	EPIDEMIOLOGY (0606)	General Test	February 4, 2022
February 16, 2022	U TEXAS SCHL PUB HLTH SOPHAS (4479)	EPIDEMIOLOGY (0606)	General Test	February 4, 2022

About Your GRE® Score Report
Score Reporting Policies

With the *ScoreSelect*® option, you can decide which test scores to send to the institutions you designate. There are three options to choose from:

- Most Recent option – Send your scores from your most recent test administration
- All option – Send your scores from all administrations in the last five years
- Any option – Send your scores from one OR as many test administrations in the last five years (this option is not available on test day when you select up to four FREE score reports)

Scores for a test administration must be reported in their entirety. Institutions will receive score reports that show only the scores that you selected to send to them. There will be no special indication if you have taken additional GRE tests. See the *GRE® Information Bulletin* for details. The policies and procedures explained in the Bulletin for the current testing year supersede previous policies and procedures in previous bulletins.

Scores will be sent to designated score recipients approximately 10-15 days after a computer-delivered test and 5 weeks after a paper-delivered test. If your scores are not available for any reason, you will see “Not Available” in Your Test Score History.

GRE test scores are reportable according to the following policies:

- For tests taken prior to July 1, 2016, scores are reportable for five (5) years following the testing year in which you tested (July 1 – June 30). For example, scores for a test taken on May 15, 2015, are reportable through June 30, 2020. GRE scores earned prior to August 2011 are no longer reportable.
- For tests taken on or after July 1, 2016, scores are reportable for five (5) years following your test date. For example, scores for a test taken on July 3, 2016, are reportable through July 2, 2021.

Note: Score recipients will only receive scores from test administrations that you have selected to send to them.

Percentile Rank (% Below)

A percentile rank for a test score indicates the percentage of test takers who took that test and received a lower score. Regardless of when the reported scores were earned, the percentile ranks for General Test and Subject Test scores are based on the scores of all test takers who tested within the most recent three-year period.

SARAH K. GRUNBLATT**Most Recent Test Date: February 4, 2022****Date of Birth:** December 25, 1983

Registration Number: 0605708

Print Date: February 17, 2022

Retaking a GRE Test

You can take the GRE® General Test *once every 21 days*, up to *five times* within any continuous rolling 12-month period (365 days). This applies even if you canceled your scores on a test taken previously. You can take the paper-delivered GRE General Test and GRE® Subject Tests as often as they are offered.

Note: This policy will be enforced even if a violation is not immediately identified (e.g., inconsistent registration information) and test scores have been reported. In such cases, the invalid scores will be canceled and score recipients will be notified of the cancellation. Test fees will be forfeited.

For More Information

For information about interpreting your scores, see *Interpreting Your GRE Scores* at www.ets.org/gre/understand.

For detailed information about your performance on the Verbal Reasoning and Quantitative Reasoning sections of the computer-delivered GRE General Test, access the free GRE Diagnostic Service from your ETS account. This service includes a description of the types of questions you answered right and wrong, the difficulty level of each question, and the time spent on each question. This service is available approximately 15 days after your test administration and for six months following your test administration.

If you have any questions concerning your score report, email GRE Services at gre-info@ets.org or call 1-609-771-7670 or 1-866-473-4373 (toll free for test takers in the U.S., U.S. Territories and Canada) between 8 a.m. and 7:45 p.m. (New York Time).

Sarah Grunblatt

Architect

INTJ-A



Thought constitutes the greatness of man. Man is a reed, the feeblest thing in nature, but he is a thinking reed.

Blaise Pascal

As an INTJ (Architect), you possess a rare combination of vision and pragmatism. Your analytical mind constantly seeks to understand the world around you, driven by an insatiable curiosity and a desire to improve systems and ideas. You approach life with a strategic mindset, always looking several steps ahead and planning for various contingencies.

Your independent nature is one of your defining characteristics. You value your autonomy and often prefer to work alone, trusting your own judgment and abilities above all else. This self-reliance, combined with your intellectual prowess, allows you to tackle complex problems with confidence and innovation.

1 Personality Traits



Energy: 74% Introverted

You likely prefer fewer, yet deep and meaningful, social interactions and feel drawn to calmer environments.



Mind: 71% Intuitive

You're likely very imaginative and open-minded, focusing on hidden meanings and distant possibilities.



Nature: 68% Thinking

You likely focus on objectivity and rationality, putting effectiveness above social harmony.



Tactics: 68% Judging

You're likely organized, decisive, and thorough, valuing structure and planning over spontaneity.



Identity: 63% Assertive

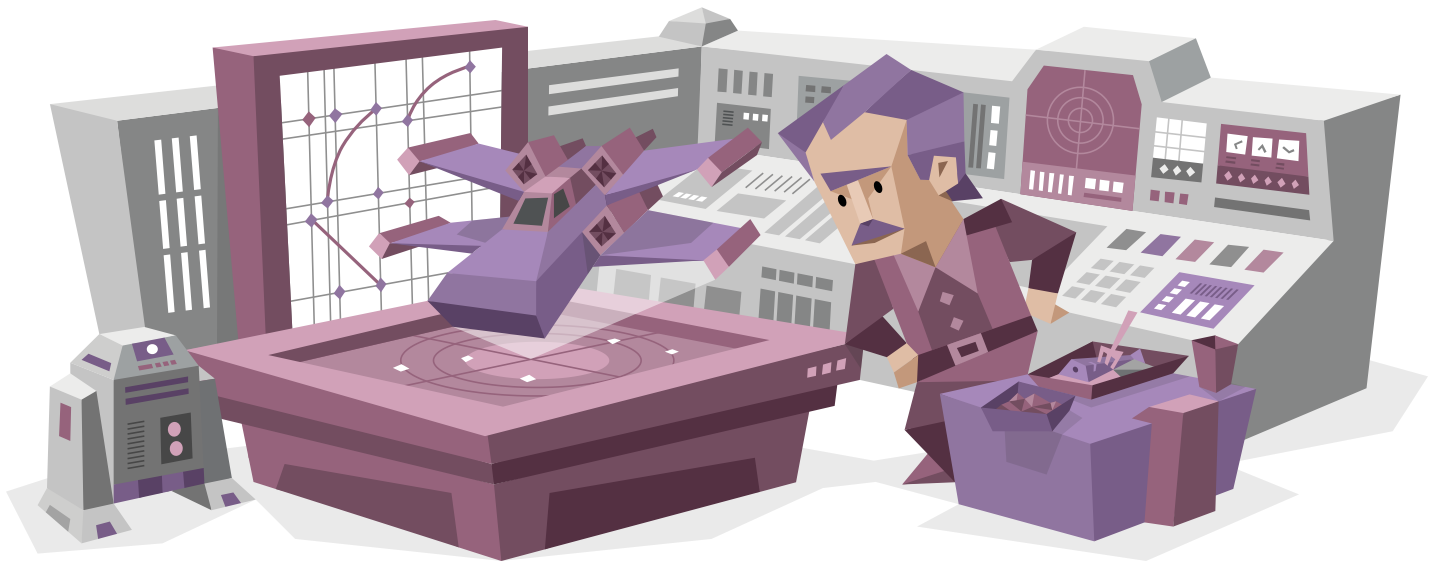
You're likely self-assured, even-tempered, and resistant to stress, refusing to worry too much.

While your rational approach to life serves you well in many situations, it can sometimes create challenges in your personal relationships. You may find emotional expressions and social

niceties puzzling or unnecessary, preferring direct communication and logical discussions. This tendency can make you appear aloof or detached to others, even when you care deeply.

Your pursuit of knowledge and improvement is relentless. You have high standards for yourself and others, always striving for efficiency and effectiveness in all areas of life. This drive for perfection can be both a strength and a weakness, pushing you to achieve great things but also potentially leading to stress and burnout if not managed carefully.

2 Your Career Path



In your professional life, you thrive on intellectual challenges and the opportunity to implement your innovative ideas. You excel in roles that allow you to utilize your strategic thinking and problem-solving skills, often gravitating towards fields like science, technology, or business strategy. Your ability to see the big picture while also attending to crucial details makes you a valuable asset in any organization.

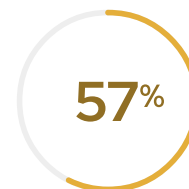
However, your preference for working independently and your dislike for office politics can sometimes hinder your career progression. Learning to navigate social dynamics and communicate your ideas effectively to others is crucial for your professional growth. Your unique insights are most valuable when they can be implemented, which often requires collaboration and buy-in from others.

Influential Traits



Perfectionism

Your tendency to set high standards for yourself and others, often striving for flawlessness in your work and personal life.

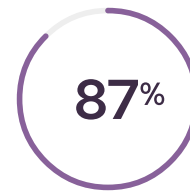


Ambition

The strength of your desire to achieve goals, succeed, and make a meaningful impact in your chosen areas of life.

**Motivation**

Your inner drive to take action, pursue your goals, and keep moving forward, even when faced with challenges.

**Desire to Lead**

Your inclination to take charge, guide others, and shape the direction of projects or groups.

Your Strengths

- ✓ **Innovative Mindset**
Your ability to see possibilities others overlook often helps you find smarter solutions and effective improvements at work.
- ✓ **Independent Worker**
Your talent for working productively on your own allows you to manage tasks effectively without the need for constant direction or supervision.
- ✓ **Conceptual Thinking**
You effortlessly grasp abstract, complex ideas, making you particularly suited to roles that require strategic analysis and long-term planning.
- ✓ **Continuous Improvement**
You naturally focus on refining work processes and spotting inefficiencies, consistently improving project outcomes wherever you go.
- ✓ **Objective Judgment**
Your capacity to make impartial decisions based on facts rather than favoritism or personal bias earns respect and trust from your colleagues.
- ✓ **Reliable Performance**
When entrusted with critical tasks, you consistently deliver precise, high-quality results, making you a valued and dependable asset.

Your Weaknesses

- ! **Discomfort with Networking**
Your aversion to promoting yourself or making connections can limit career advancement opportunities, hiding your true worth from others.
- ! **Frustration with Constraints**
You chafe at rules or procedures you deem pointless, potentially straining relationships with supervisors or organizational hierarchy.
- ! **Ignoring Social Dynamics**
You tend to neglect office politics and informal social interactions, possibly missing cues or causing unintended misunderstandings.
- ! **Reluctance to Delegate Tasks**
Believing strongly in your own abilities, you often hesitate to entrust responsibilities to others, leading to stress or unnecessary workload.



Overly Blunt Feedback

In your pursuit of truth and efficiency, you may deliver criticisms in ways that unintentionally demotivate or upset sensitive colleagues.



Impatience with Routine

You often feel restless when assigned tasks that seem repetitive or mundane, leading to occasional lapses in your attention or motivation.

Career Ideas You Might Love



Urban Planner

Shape tomorrow's cities with strategic designs, using your analytical skills to create long-term, efficient solutions with lasting impact.



Data Scientist

Solve complex problems by uncovering hidden patterns in data, transforming numbers into useful, actionable insights.



Architect

Design innovative buildings that merge form with function, bringing imaginative structures from blueprints to reality.



Research Scientist

Push the boundaries of knowledge with rigorous inquiry, using analysis and experiments to uncover insights in your field.



Management Consultant

Tackle complex business challenges using strategic thinking to craft logical, big-picture solutions that drive improvement.



Logistics Manager

Orchestrate the flow of goods and information, turning complex supply chains into smooth, beautifully efficient operations.



Economist

Analyze market trends and policy impacts, using your logical foresight to guide strategic financial decisions.



Environmental Engineer

Devise innovative solutions to sustainability challenges, balancing big-picture strategy with technical precision.



Cybersecurity Analyst

Protect vital data and systems by strategically anticipating threats and developing robust defenses.



Project Manager

Bring structure and clarity to complex projects, guiding teams efficiently toward clearly defined goals.

Work Styles that Suit You



Autonomy & Trust

You do your best work when given independence and trust to execute tasks your own way.



Big-Picture Focus

You prefer focusing on overarching goals and strategies rather than micromanaging small details.



Logical Decisions

You rely on logic and data at work, making choices based on what objectively makes the most sense.



Structured Flexibility

You like having a clear plan but want the flexibility to adjust as new information emerges.



Goal-Oriented

You stay motivated by clear goals and progress, always tracking achievements and next steps.



Quiet Concentration

You work best in calm, quiet environments without constant interruptions or office politics.

3 Your Personal Growth



Your path to personal growth is paved with intellectual pursuits and self-reflection. You're constantly seeking to expand your knowledge and improve your skills, driven by an internal desire for mastery. This quest for self-improvement often leads you to explore diverse subjects and challenge your own assumptions, fostering a rich inner life.

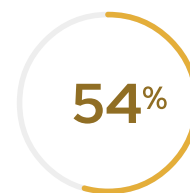
Yet, true personal growth for you also involves developing your emotional intelligence and interpersonal skills. While it may feel uncomfortable at first, learning to recognize and express your emotions, as well as understanding those of others, can greatly enhance your relationships and overall life satisfaction. Balancing your logical approach with emotional awareness is key to becoming a well-rounded individual.

Influential Traits



Resilience

Your ability to recover from setbacks, adapt to change, and keep going in the face of adversity.

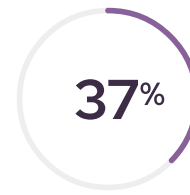


Confidence

The level of trust you have in your own abilities, judgments, and worth.

**Grit**

Your perseverance and passion for long-term goals, even when progress is slow or obstacles arise.

**Sense of Control**


How much you feel you can influence the events and outcomes in your life, rather than feeling at the mercy of external forces.


Your Strengths

- ✓ **Self-Directed Learning**
You consistently take initiative in exploring new ideas, gaining deep knowledge without waiting for guidance from others.
- ✓ **Reflective Insight**
You comfortably analyze your own thoughts and emotions, allowing you to make insightful changes to your beliefs and behaviors.
- ✓ **Openness to Challenging Ideas**
You're drawn toward unconventional ideas and willingly rethink your views if confronted with convincing and rational arguments.
- ✓ **Self-Disciplined Approach**
You reliably maintain routines and create productive habits, steadily progressing toward your personal objectives.
- ✓ **Clarity of Purpose**
Your ability to clearly identify what matters most helps you efficiently pursue meaningful goals without distraction.
- ✓ **Resilient Determination**
Even when faced with setbacks, you retain the resolve necessary to adjust your strategy and persistently continue forward.

Your Weaknesses


- ! **Avoiding Emotional Exploration**
You sometimes neglect deeper emotional understanding and growth, believing logic and analysis alone are sufficient for self-improvement.
- ! **Hesitant to Seek Support**
Your preference for solving all problems independently makes seeking advice or support challenging, limiting your personal development.
- ! **Too Rigid Expectations**
Strict personal standards can make you overly self-critical and cause unnecessary stress when you inevitably fall short of perfection.
- ! **Reluctant to Celebrate Progress**
Always eyeing the next milestone, you rarely pause to appreciate achievements or reflect positively on how far you've come.


- **Discomfort with Ambiguity**


You prefer clarity and foreseeability, making it difficult to comfortably adapt when life presents ambiguous or uncertain scenarios.
- **Neglecting Leisure or Rest**


Your drive for productivity and achievement may sometimes cause you to overlook the importance of rest, relaxation, and sustainable pacing.


What Energizes You


- **Challenging Problems**

Solving complex puzzles or strategic challenges gives you a rush and keeps you engaged.
- **Continuous Learning**

Delving into new topics or mastering skills energizes you and satisfies your curiosity.
- **Efficient Results**


Seeing your plans work and improve a system or project fuels your enthusiasm and confidence.
- **Meaningful Goals**


Working toward a big vision or meaningful goal excites you and gives purpose to your hard work.
- **Intellectual Debate**


Thought-provoking conversations and debates stimulate your mind and energize your thinking.
- **Innovative Projects**


Having a chance to create or improve something new invigorates you and sparks your creativity.


What Drains You


- **Small Talk**

Excessive casual chit-chat without depth or purpose can quickly exhaust and bore you.
- **Emotional Drama**

Highly emotional or unpredictable situations leave you drained and unsure how to respond.
- **Micromanagement**

Being closely monitored or micromanaged frustrates you and saps your motivation to excel.
- **Inefficiency**

Watching people ignore logic or stick with inefficient methods drains your patience and energy.
- **Aimlessness**

Working without clear direction or purpose makes you feel unmotivated and mentally tired.
- **Social Interruptions**

Constant interruptions or mandatory socializing at work can deplete your focus and energy.

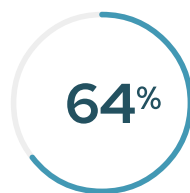
4 Your Relationships



In your relationships, you value depth, authenticity, and intellectual connection above all else. You seek partners and friends who can engage in meaningful conversations and appreciate your unique perspective on the world. Your loyalty and commitment run deep, even if you don't always express your feelings openly.

However, your tendency to prioritize logic over emotion can create challenges in your personal connections. You may struggle to understand or respond to others' emotional needs, and your direct communication style might sometimes come across as harsh or insensitive. Learning to balance your natural rationality with empathy and emotional expression is crucial for building and maintaining fulfilling relationships, whether romantic, friendly, or familial.

Influential Traits



Authenticity

Your tendency to be true to yourself, your values, and your beliefs, even when it might be easier to conform.



Loyalty

The strength of your commitment and faithfulness to people, ideas, or causes that are important to you.



Altruism

Your inclination to put others' needs before your own and act selflessly for the greater good.



Emotional Intelligence

Your ability to recognize, understand, and manage your own emotions, as well as to perceive and influence the emotions of others.

Your Strengths

- ✓ **Authentic Sincerity**
You build trust through your honest and genuine interactions, making your connections deep, real, and stable.
- ✓ **Insightful Advice**
Friends and partners appreciate your unique wisdom and analytical perspective, especially when facing difficult decisions.
- ✓ **Quietly Caring**
Even though you avoid dramatic displays of affection, those close to you cherish your subtle yet meaningful gestures of care and thoughtfulness.
- ✓ **Selective Loyalty**
Once you've established trust with someone, you dedicate unwavering support and steadfast commitment to that person over the long term.
- ✓ **Respecting Autonomy**
You naturally recognize and encourage others' independence, allowing freedom and personal space that most people truly value.
- ✓ **Meaningful Conversations**
People who engage with you enjoy stimulating and intellectually enriching discussions that feel worthwhile and rewarding.

Your Weaknesses

- ! **Insensitive to Emotions**
Your rational nature can lead you to unintentionally overlook or undervalue emotional signals, leaving others feeling unheard or misunderstood.
- ! **Avoiding Social Rituals**
Dislike of small talk or expected social gestures sometimes makes you appear aloof or indifferent to friends and acquaintances.
- ! **Withdrawn under Stress**
When life becomes challenging or confusing, your instinct to isolate yourself may unintentionally distance you from people who care.
- ! **Difficulty Sharing Vulnerabilities**
Your strong preference to appear competent and controlled can prevent authentic sharing of feelings, hindering emotional closeness.



Critical Communication

Occasionally harsh or overly direct remarks, though well-intended, might unintentionally wound others, damaging trust or closeness.



High Relationship Standards

Your specific criteria for friendship or partnership can lead to lasting dissatisfaction or frustration if your expectations aren't consistently met.

Your Relationship Superpowers



Steady Loyalty

When you commit, you're deeply loyal, providing stability and trust in your relationships.



Honest Guidance

You offer straightforward, honest advice that can help loved ones see solutions and grow.



Supportive Planning

You help partners plan for the future, offering practical support to reach shared goals.



Calm Problem-Solving

You calmly navigate emotionally charged situations, using logic and patience to restore stability when tensions rise.



Deep Conversations

You excel at meaningful conversations, building intimacy through shared ideas and dreams.



Encouraging Growth

You motivate those you care about to pursue their ambitions and keep improving themselves.

Relationship Pitfalls



Over-Critiquing

Your tendency to critique or fix things can unintentionally hurt feelings if not balanced with empathy.



Emotional Distance

You sometimes retreat into yourself, forgetting to express warmth or affection outwardly.



Need for Control

Preferring things your way, you might unintentionally steamroll others' ideas or spontaneity.



Dismissing Feelings

You may focus on logic so much that you brush off emotions, leaving partners feeling unheard.



Impatience

You can get impatient when others process things more slowly or emotionally, causing tension.



Isolating Under Stress

When stressed, you may withdraw and go silent, leaving loved ones unsure how to help or connect.

strengths*multiplier*TM

From Strengths to Performance

Top **7** Strengths Report

Brought to you by **thrivin**
Empowering you with crucial skills for the new economy.

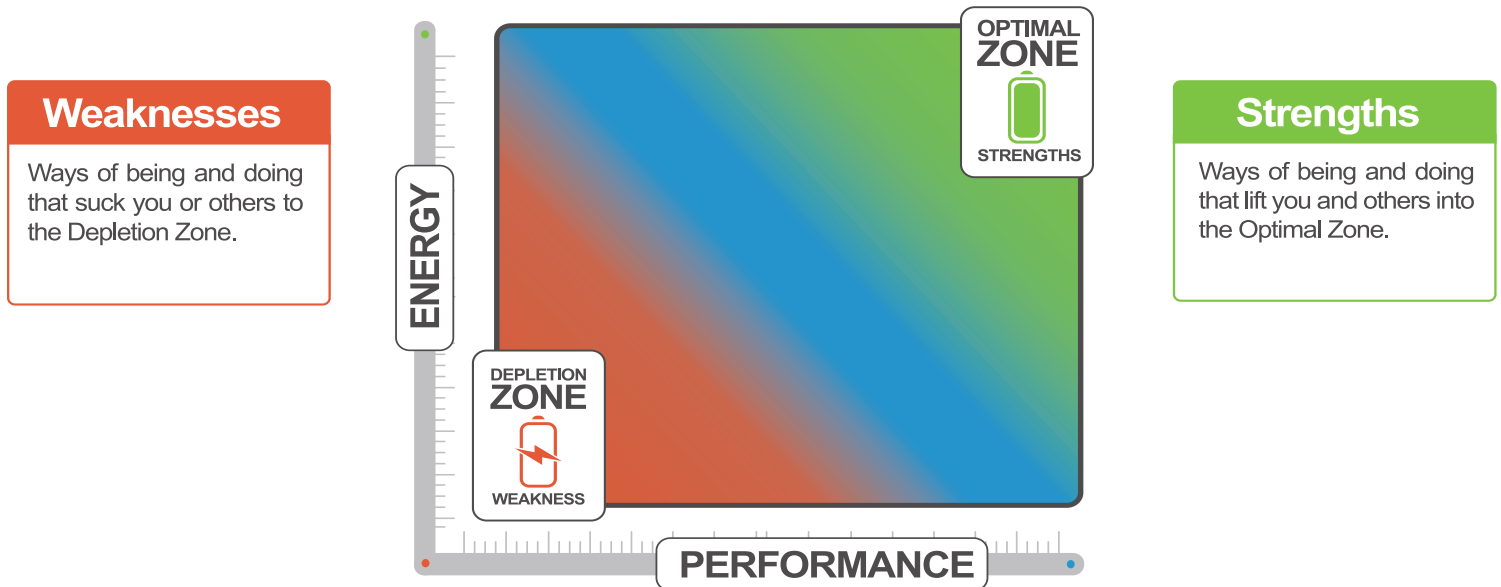


Top 7 Strengths Report

SARAH GRUNBLATT

Survey Completion Date: 20 Feb 2024

Today, it is no longer enough to know what your strengths are. You must understand how to multiply them and use them to create high energy and performance for yourself and others. It is the key to living and working in the Optimal Zone. Helping you do this is the purpose of this report and its accompanying video-based coaching experience.



WHAT'S IN THIS REPORT?

To help you and others spend more time at high performance and energy, this report covers these key components of your strengths, which must be clearly understood and wisely used:

- **CONTRIBUTIONS** - these are your tools for solving problems, creating unique positive impact in your relationships and tasks, and lifting you and others to the Optimal Zone
- **NEEDS** - these are the necessary conditions or personal requirements in your tasks and relationships, essential to activating Optimal Zone energy and performance.
- **TRIGGERS** - these are the things that flip your strengths into weaknesses: your "You should" expectations of others and your "I should" judgments of yourself.
- **OVERUSE** - these are the Depletion Zone misuses of your strengths (Overuse patterns), which come in direct response to your unmet needs and unresolved triggers.

The report is broken into three sections to help you understand and multiply your strengths, and lead yourself to more energized performance and Work Joy.

Part 1

Your Strengths Lens

Part 2

Exploring Your Strengths Accelerators™

Part 3

Your Top 7 Strengths in Summary

Top 7 Strengths Report

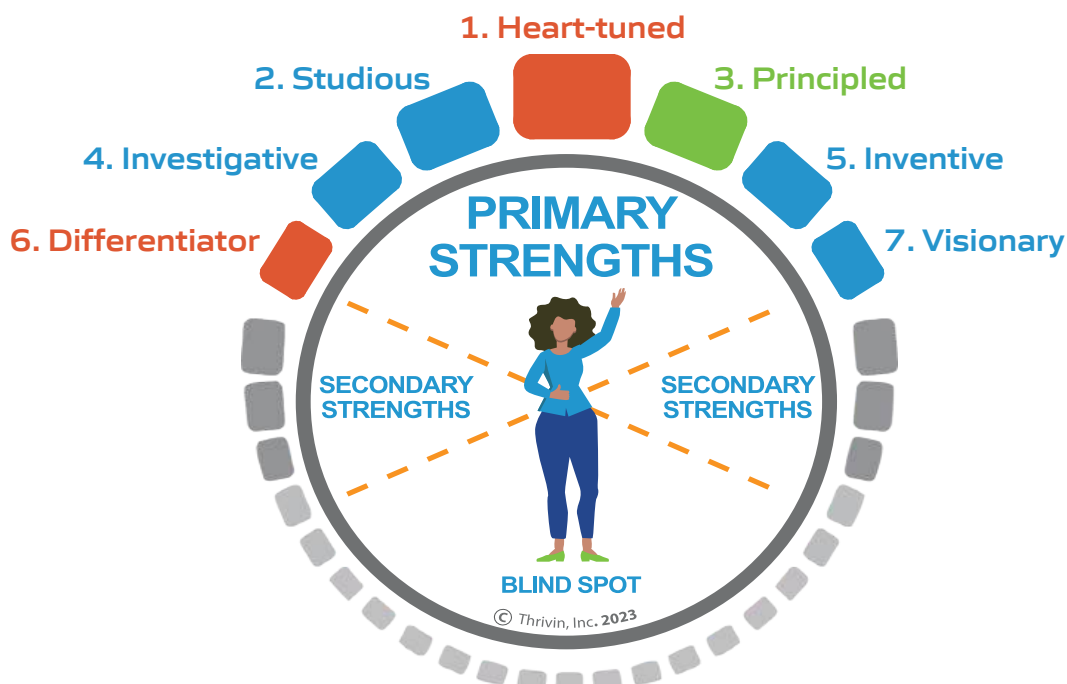
PART 1: YOUR STRENGTHS LENS

Each of your **Top 7 Strengths** come from one of four spheres of strength: **Visioning**, **Actioning**, **Enrolling**, and **Connecting**. In this report, the colors will help you to quickly see which sphere your strengths correspond to and how they best support you.

VISIONING	ACTIONING	ENROLLING	CONNECTING
These strengths see the big picture, ask good questions, and think out of the box.	These strengths create systems and processes and get things done in a timely way.	These strengths inspire others to engage and move toward shared purposes together.	These strengths focus on needs of individuals and the creation of trust-rich relationships.
<ul style="list-style-type: none">InventiveInvestigativeReflectiveRetrospectiveStudiousSurveyorVisionary	<ul style="list-style-type: none">AttainerConcentratedOrderOrganizerPre-meditativePrincipledReliabilitySolutionist	<ul style="list-style-type: none">ArticulateCertaintyStrivingIgnitingOptimisticMagnifierRecruiter	<ul style="list-style-type: none">AccordAgilityBridge-builderCultivatorDifferentiatorHeart-tunedIntegratorKinship

Your **Top 7 Strengths** combine to create your Primary Strengths Lens, which acts like a contact lens sitting over your eyes. It informs and shapes your view of the world, including your language, contributions, needs, triggers and expectations, as well as your weaknesses.

Your Primary Strengths Lens looks like this:



Top 7 Strengths Report

PART 2: STRENGTHS ACCELERATORS™

CONTRIBUTIONS SUMMARY

Your Contributions allow you to uniquely create positive impact for yourself and others through the effective use of your strengths. They are summarized here for your reference:

	THIS STRENGTH MEANS YOU MAY TEND TO BE:	YOUR TASK-ORIENTED SUCCESS PATTERNS MAY INCLUDE:	YOUR RELATIONAL SUCCESS PATTERNS MAY INCLUDE:
HEART-TUNED 	<ul style="list-style-type: none"> Emotionally intuitive Nurturing Keenly observant of people 	<ul style="list-style-type: none"> Creating and holding accountability to relational agreements Helping remove emotional barriers to progress Fostering alignment through seeing and acknowledging emotions 	<ul style="list-style-type: none"> Acknowledging and expressing emotion to invite authenticity Awareness, openness, and curiosity (deep presence) Attuning to and validating emotion
STUDIOUS 	<ul style="list-style-type: none"> A researcher A fountain of knowledge and facts Drawn to what is unfamiliar 	<ul style="list-style-type: none"> Providing relevant supporting information Willingness to experiment (using mistakes to learn) Memorizing information with ease 	<ul style="list-style-type: none"> Teaching or tutoring others Asking curious questions Recovering quickly
PRINCIPLED 	<ul style="list-style-type: none"> Moralistic Duty driven Devoted 	<ul style="list-style-type: none"> Helping to align decisions to values Leading by example Calling attention to the "Deeper Why" 	<ul style="list-style-type: none"> Emphasizing outward action as a reflection of inner commitment Making extraordinary sacrifices Calling others back to their own values
INVESTIGATIVE 	<ul style="list-style-type: none"> Literal Evidenced based Exacting and specific 	<ul style="list-style-type: none"> Tracing problems to their source Providing proof and justification Collecting and reporting data 	<ul style="list-style-type: none"> Asking root cause questions to help others objectively view problems Bringing calculated logic as a steadying influence "I say what I mean and mean only what I say"
INVENTIVE 	<ul style="list-style-type: none"> Unconventional An original thinker Innovative 	<ul style="list-style-type: none"> Coming up with new approaches Thinking outside of the box Considering unimagined ways of doing things 	<ul style="list-style-type: none"> Bringing boundarylessness to creation (free others from their limits) Painting a picture of yet to be realized concepts Igniting energy in the process of brainstorming
DIFFERENTIATOR 	<ul style="list-style-type: none"> Appreciative of diversity Respectful of uniqueness Adaptive 	<ul style="list-style-type: none"> Turning strengths to mutual advantage Finding fit regardless of differences Adjusting approaches to meet diverse needs 	<ul style="list-style-type: none"> Treasuring the gifts and talents of others Holding the unique value of each person Personalizing based on individual preferences
VISIONARY 	<ul style="list-style-type: none"> Forward focused Predictive A forecaster 	<ul style="list-style-type: none"> Conceptualizing the abstract as if it were reality Envisioning future possibilities with clarity Identifying the likely impacts of decision making 	<ul style="list-style-type: none"> Reducing anxiety around the uncertain future Painting vivid pictures to connect others to the future Preparing people for change

Top 7 Strengths Report

NEEDS SUMMARY

Your Needs are the conditions under which your strengths flourish, and they are as unique to you as your Contributions. These are the things you often require to be your best:

TO BE YOUR BEST IN TASKS, YOU MAY NEED:

TO BE YOUR BEST IN RELATIONSHIPS, YOU MAY NEED:

HEART-TUNED



- Clear relational agreements
- Permission to address emotional barriers and misalignments
- Time to discern and process emotion

- Emotional honesty
- Acceptance of unspoken emotion as relevant and important
- Naming and validating emotions

STUDIOUS



- Novelty and variety
- Time to explore and gather information
- Openness to learning from mistakes

- Opportunities to share information
- Permission to ask questions
- Curiosity when facing the unknown

PRINCIPLED



- To know the "deeper why"
- Service to a cause bigger than self
- Visible alignment to values

- Knowing the values of others
- Commitment to the shared purpose
- Transparency and openness

INVESTIGATIVE



- Time to collect and evaluate data
- Opportunity to explore root cause
- Information, data and evidence

- Sticking to the facts
- Room to explore evidence
- Concrete, clinical and pragmatic conversation

INVENTIVE



- Space and time to explore ideas
- Clarity around outcome
- Flexibility, novelty and newness

- Energetic brainstorming
- Openness to change
- Ideas being heard

DIFFERENTIATOR



- Room to be unconventional
- Flexibility in approach and strategy
- Space for differences & diversity

- Celebration of individuality
- Adjustments based on changing needs or emotions
- Valuing of originality

VISIONARY



- Time and space to visualize the future
- Enough understanding of the present to inform forecasts
- Big picture conversation to precede detail focused discussion

- Willingness to engage in forward focused discussion
- Opportunity to share insights and projections
- Questions that connect future possibilities to present realities

Top 7 Strengths Report

TRIGGERS SUMMARY

Understanding your Triggers helps you see how your judgments and expectations of yourself and others create Depletion Zone-like energy and performance. Your “You should” and “I should” beliefs are summarized here for your reference:

YOUR “YOU SHOULD” BELIEFS MAY INCLUDE:

YOUR “I SHOULD” BELIEFS MAY INCLUDE:

HEART-TUNED



- You should know how I feel
- You should sense my needs
- You should not ignore emotion

- I should fix the emotional issues or problems
- I should understand and make sense of the emotion that is here
- I should be able to handle the emotion

STUDIOUS



- You should find the answer when you don't know
- You should learn from mistakes
- You should be curious

- I should ignite other's interest in new facts or information
- I should be good at helping other people learn
- I should know the answer

PRINCIPLED



- You should never question my integrity
- You should be willing to sacrifice yourself (for values/causes)
- You should be as offended by moral breaches as I am

- I should always ensure that actions are connected to purpose and values
- I should always be sure my actions speak louder than my words
- I should always honor ALL of my values ALL of the time

INVESTIGATIVE



- You should care about and share facts, evidence and data
- You should make logical and supported decisions
- You should be unemotional

- I should conduct adequate and thorough analysis
- I should get to the root cause of what is happening
- I should be correct and accurate

INVENTIVE



- You should stop critiquing ideas before they are all out
- You should easily generate ideas
- You should consider new ideas

- I should bring ideas
- I should generate novel options
- I should get others excited about ideas

DIFFERENTIATOR



- You should appreciate every contribution
- You should recognize uniqueness
- You should treat people differently according to their needs

- I should find ways to work with people who are completely different
- I should be able to create fit with anyone or everyone
- I should customize my approach to meet others' needs

VISIONARY



- You should have known this was coming
- You should see future possibilities as if they are real
- You should anticipate changes

- I should have seen this ahead of time
- I should have prevented this
- I should have expected this

Top 7 Strengths Report

OVERUSE SUMMARY

When your Triggers are tripped, it most often results in the Overuse of your strengths – and they end up showing up as weaknesses. Your Overuse patterns are summarized here for your reference:

THESE THINGS MAY TRIP YOU INTO “YOU SHOULD” OR “I SHOULD” BELIEFS AND TURN YOUR STRENGTHS INTO WEAKNESSES:

YOUR ENSUING OVERUSE PATTERNS ARE:

HEART-TUNED



- Emotion being judged or ignored
- Strong collective emotion
- Dismissal of the needs of self or others

- Becoming a fixer of people and their 'emotion'
- A loss of clarity between emotions of self and others (owning all emotions)
- Overwhelming flood of emotion (disproportionate to the situation)

STUDIOUS



- Unwillingness to learn (closed mindedness)
- Boredom
- Not being able to access relevant resources

- Drowning others in questions
- Excessively researching
- Expert teacher mode - talking down to others

PRINCIPLED



- Duplicity
- Politics and games that take the immoral, low ground
- Being forced to choose between values

- Preachiness and indoctrination
- Moral arrogance, right/wrong thinking (fierce judgement)
- Martyrdom

INVESTIGATIVE



- Rushed or unevidenced decision making
- Emotions and being emotional (self/others)
- Not having access to information, evidence, data

- Excessive critical and cross examination
- Analysis paralysis
- Dismissing emotion and invalidating relational needs

INVENTIVE



- Unwillingness to change
- Structure and rigidity
- Filtering before idea generation is complete

- Generating ideas that are disconnected from relevant needs
- Withdrawing from what is happening to identify new options
- Excessive and rapid idea generation

DIFFERENTIATOR



- Insensitivity to differences
- Inflexibility of rules
- Labeling and pigeon-holing

- Extreme rule-changing to adapt to individual needs
- Excessive individual expression that disregards group norms
- Dismissing group needs to focus on the individual

VISIONARY



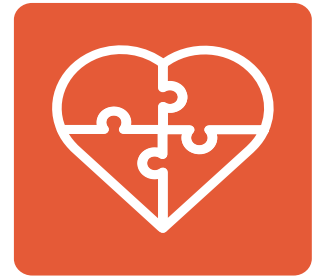
- Rigid attachment to historic and current solutions
- Fixation on processes and details before the big picture is clear
- Realism or pessimism that blocks possibility thinking

- Withdrawing and waiting for "I told you so"
- Lost in thinking about the future
- Presenting multiple future options all at once

Top 7 Strengths Report

HEART-TUNED

Heart-tuned is a **Connecting** strength, one that is well-versed in the language of feelings, tuned into unspoken emotion, and able to give it a voice. You are likely known for being emotionally intuitive, nurturing, and keenly observant of relationships and feelings. While this strength is primarily relational in nature, it also positively impacts tasks.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Creating and holding accountability to relational agreements
- Helping remove emotional barriers to progress
- Fostering alignment through seeing and acknowledging emotions

Your **relationship-oriented** success patterns include:

- Acknowledging and expressing emotion to invite authenticity
- Awareness, openness, and curiosity (deep presence)
- Attuning to and validating emotion

NEEDS

To be **your best in tasks**, you may need:

- Clear relational agreements
- Permission to address emotional barriers and misalignments
- Time to discern and process emotion

To be **your best in relationships**, you may need:

- Emotional honesty
- Acceptance of unspoken emotion as relevant and important
- Naming and validating emotions

TRIGGERS

You are likely to be triggered by feelings being judged or ignored, strong collective emotion, and dismissal of needs (self or others).

You likely have **strong “You should” beliefs** (judgments) of others, including:

- You should know how I feel
- You should sense my needs
- You should not ignore emotion

You may also have **strong “I should” beliefs** (judgments of yourself), including:

- I should fix the emotional issues or problems
- I should understand and make sense of the emotion that is here
- I should be able to handle the emotion

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Becoming a fixer of people and their 'emotion'
- A loss of clarity between emotions of self and others (owning all emotion)
- Overwhelming flood of emotion (disproportionate to the situation)

Top **7** Strengths Report

STUDIOUS

Studious is a **Visioning** strength that is focused on intense curiosity and acquiring and sharing relevant information. You are likely known for being a good researcher, drawn to the unfamiliar, and for being a fountain of knowledge and facts. While this strength is primarily task-oriented, it also positively impacts relationships.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Providing relevant supporting information
- Willingness to experiment and learn from mistakes
- Memorizing information with ease

Your **relationship-oriented** success patterns include:

- Teaching or tutoring others
- Asking curious questions
- Recovering quickly

NEEDS

To be **your best in tasks**, you may need:

- Novelty and variety
- Openness to learning from mistakes
- Time to explore and gather information

To be **your best in relationships**, you may need:

- Opportunities to share information
- Permission to ask questions
- Curiosity when facing the unknown

TRIGGERS

You are likely to be triggered by close-mindedness, rigid routine that lacks newness, and no access to learning and resources.

You likely have **strong “You should” beliefs** (judgments) of others, including:

- You should find the answer when you don't know
- You should learn from mistakes
- You should be curious

You may also have **strong “I should” beliefs** (judgments of yourself), including:

- I should ignite other's interest in new facts or information
- I should be good at helping other people learn
- I should know the answer

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Drowning others in questions
- Excessively researching
- Expert teacher mode - talking down to others

Top 7 Strengths Report

PRINCIPLED

Principled is an **Actioning** strength driven by a clear internal compass, honoring values, and living in alignment with meaning and purpose. You are likely known for being moralistic, duty-driven, and devoted. While this strength is primarily task-oriented, it also positively impacts relationships.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Helping to align decisions to values
- Leading by example
- Calling attention to the "Deeper Why"

Your **relationship-oriented** success patterns include:

- Emphasizing outward action as a reflection of inner commitment
- Making extraordinary sacrifices
- Calling others back to their own values

NEEDS

To be **your best in tasks**, you may need:

- To know the "deeper why"
- Service to a cause bigger than self
- Visible alignment to values

To be **your best in relationships**, you may need:

- Know the values of others
- Commitment to the shared purpose
- Transparency and openness

TRIGGERS

You are likely to be triggered by empty promises, duplicity or game-playing, or unethical or immoral behavior or expectations.

You likely have **strong "You should" beliefs** (judgments) of others, including:

- You should never question my integrity
- You should be willing to sacrifice yourself for values or causes
- You should be as offended by moral breaches as I am

You may also have **strong "I should" beliefs** (judgments of yourself), including:

- I should always ensure that actions are connected to purpose and values
- I should always honor ALL of my values ALL of the time
- I should always be sure my actions speak louder than my words

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Preachiness and indoctrination
- Moral arrogance and fierce right/wrong thinking
- Martyrdom

Top 7 Strengths Report

INVESTIGATIVE

Investigative is a **Visioning** strength that is focused on thorough problem dissection and bringing certainty through fact-based decisions. You are likely known for being literal and evidence-based, exacting and specific, and for being a strong data collector/reporter. While this strength is primarily task-oriented, it also positively impacts relationships.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Tracing problems to their source
- Providing proof and justification
- Collecting and reporting data

Your **relationship-oriented** success patterns include:

- Asking root cause questions to help others objectively view problems
- Bringing calculated logic as a steadying influence
- "I say what I mean and mean only what I say"

NEEDS

To be **your best in tasks**, you may need:

- Opportunity to explore root cause
- Time to collect and evaluate data
- Information, data and evidence

To be **your best in relationships**, you may need:

- Sticking to the facts
- Room to explore evidence
- Concrete, clinical and pragmatic conversation

TRIGGERS

You are likely to be triggered by rushed or unevidenced decision-making, not having access to information, and emotionalism.

You likely have **strong "You should" beliefs** (judgments) of others, including:

- You should care about and share facts, evidence and data
- You should make logical and supported decisions
- You should be unemotional

You may also have **strong "I should" beliefs** (judgments of yourself), including:

- I should conduct adequate and thorough analysis
- I should get to the root cause of what is happening
- I should be correct and accurate

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Excessive critical and cross examination
- Analysis paralysis
- Dismissing emotion and invalidating relational needs

Top 7 Strengths Report

INVENTIVE

Inventive is a **Visioning** strength that is focused on expanding available possibilities by giving birth to new ideas and originating new concepts. You are likely known for being an original thinker, unconventional, and innovative. While this strength is primarily task-oriented, it also positively impacts relationships.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Coming up with new approaches
- Thinking outside of the box
- Considering unimagined ways of doing things

Your **relationship-oriented** success patterns include:

- Bringing openness to creation (free others from their limits)
- Painting a picture of yet to be realized concepts
- Igniting energy in the process of brainstorming

NEEDS

To be **your best in tasks**, you may need:

- Space to explore ideas
- Clarity around outcome
- Flexibility, novelty and newness

To be **your best in relationships**, you may need:

- Energetic brainstorming
- Openness to change
- Ideas being heard

TRIGGERS

You are likely to be triggered by a “maintaining status quo” mindset, and the editing, critiquing, or filtering of ideas before they have fully unfolded.

You likely have **strong “You should” beliefs** (judgments) of others, including:

- You should stop critiquing ideas before they are all out
- You should be able to easily generate ideas
- You should consider new ideas

You may also have **strong “I should” beliefs** (judgments of yourself), including:

- I should bring ideas
- I should generate novel options
- I should get others 'excited about ideas

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Generating ideas that are disconnected from relevant needs
- Withdrawing from what is happening to identify new options
- Excessive and rapid idea generation

Top 7 Strengths Report

DIFFERENTIATOR

Differentiator is a **Connecting** strength that brings with it an uncanny ability to see the unique gifts and talents of people and help them feel individually seen and valued. You are likely known for being appreciative of diversity, adaptive, and respectful of uniqueness. While this strength is primarily relational in nature, it also positively impacts tasks.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Turning strengths to mutual advantage
- Finding fit regardless of differences
- Adjusting approaches to meet diverse needs

Your **relationship-oriented** success patterns include:

- Treasuring the gifts and talents of others
- Holding the unique value of each person
- Personalizing based on individual preferences

NEEDS

To be **your best in tasks**, you may need:

- Room to be unconventional
- Flexibility in approach and strategy
- Space for differences and diversity

To be **your best in relationships**, you may need:

- Celebration of individuality
- Adjustments based on changing needs or emotions
- Valuing of originality

TRIGGERS

You are likely to be triggered by insensitivity to differences, inflexibility of rules, and labelling or pigeon-holing.

You likely have **strong “You should” beliefs** (judgments) of others, including:

- You should appreciate every contribution
- You should recognize uniqueness
- You should treat people differently according to their needs

You may also have **strong “I should” beliefs** (judgments of yourself), including:

- I should find ways to work with people who are completely different
- I should be able to create fit with anyone or everyone
- I should customize my approach to meet others' needs

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Excessive individual expression that disregards group norms
- Extreme rule-changing to adapt to individual needs
- Dismissing group needs to focus on the individual

Top 7 Strengths Report

VISIONARY

Visionary is a **Visioning** strength focused on intuitive foresightedness, and the ability to bring the future to life. You are likely known for being predictive, anticipatory, and being able to foretell events and outcomes with surprising accuracy. While this strength is primarily task-oriented, it also positively impacts relationships.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Conceptualizing the abstract as if it were reality
- Envisioning future possibilities with clarity
- Identifying the likely impacts of decision making

Your **relationship-oriented** success patterns include:

- Reducing anxiety around the uncertain future
- Painting vivid pictures to connect others to the future
- Preparing people for change

NEEDS

To be **your best in tasks**, you may need:

- Room to visualize the future
- Enough understanding of the present to inform forecasts
- Big picture conversation to precede detail focused discussion

To be **your best in relationships**, you may need:

- Willingness to engage in forward focused discussion
- Opportunity to share insights and projections
- Questions that connect future possibilities to present realities

TRIGGERS

You are likely to be triggered by the rigid attachment to historic and current solutions, fixation on details before the big picture is clear, realism/pessimism that blocks possibility-thinking.

You likely have **strong “You should” beliefs** (judgments) of others, including:

- You should have known this was coming
- You should see future possibilities as if they are real
- You should anticipate changes

You may also have **strong “I should” beliefs** (judgments of yourself), including:

- I should have seen this ahead of time
- I should have prevented this
- I should have expected this

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Withdrawing and waiting for “I told you so”
- Lost in thinking about the future
- Presenting multiple future options all at once



Thrivin is the world's premier talent pipeline company, established to help employers develop, engage, and retain employees while also helping career-seekers achieve success and industry-specific skills through innovative career pathways. **Thrivin** is supported by the People Acuity "power skills" solutions and the insights of its proprietary strengths assessment, the StrengthsMultiplier™ tool, which have transformed organizations in 69 countries for the past two decades.

Thrivin helps organizations and individuals thrive in today's complex, changing marketplace by getting proficient, power-skilled people in the right places, and resolving challenges related to:

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- TEAM EFFECTIVENESS
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- COACHING FOR INDIVIDUALS, TEAMS, AND EXECUTIVES
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+1 952.797.4317 - www.thrivin.global

EMERGENETICS® | PROFILE

SARAH GRUNBLATT - MAY 23, 2018

HOW YOU THINK: PERCENTAGES

ANALYTICAL = 35%

- Clear thinker
- Logical problem solver
- Data driven
- Rational
- Learns by mental analysis

CONCEPTUAL = 4%

- Imaginative
- Intuitive about ideas
- Visionary
- Enjoys the unusual
- Learns by experimenting

STRUCTURAL = 58%

- Practical thinker
- Likes guidelines
- Cautious of new ideas
- Predictable
- Learns by doing

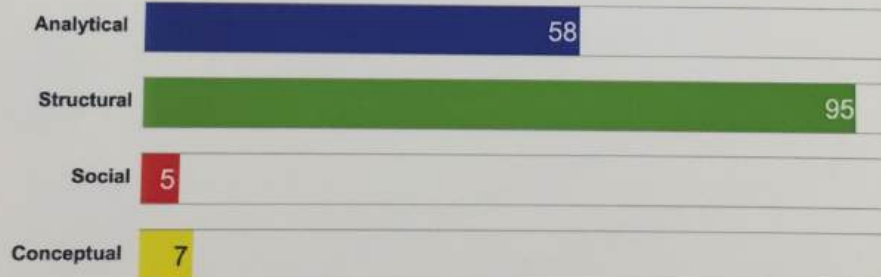
SOCIAL = 3%

- Relational
- Intuitive about people
- Socially aware
- Empathic
- Learns from others



HOW YOU COMPARE TO THE GENERAL POPULATION

How you Think: Percentiles



How you Behave: Percentiles



General Population

0 10 20 30 40 50 60 70 80 90 100





P.O. Box 3162
Lafayette, Louisiana 70502
800-873-0933 / 337-837-2608
800-436-4399 / 337-837-2293 fax
hub@hubenterprises.com
hubenterprises.com

January 25, 2022

Attention: Graduate Admissions

Re: Letter of Recommendation – Sarah Grunblatt

To Whom It May Concern,

As the Executive Director of the Pandemic Response Program, Ms. Grunblatt has worked under my leadership in our Pandemic Response Department on a project for the Louisiana Department of Health (LDH) since August 12, 2020. Hub Enterprises has partnered with LDH since May 2020 to operate one of the state's 3 contact tracing call centers.

During that time, she has excelled in several specialized roles including 2 leadership positions. In her current role as the Self-Service Queue Supervisor – Sarah is leading a proactive effort to integrate SSQ into the contact tracing platform to increase overall participation and effectiveness. She was specifically chosen for this role not only because of her educational background but also due to her past performance on the project where Sarah's proven to be an extremely capable and solution-minded leader.

I have always known of Sarah's desire to study further, and it gives me immense pleasure to see that she is going to pursue her doctorate. She has my HIGHEST recommendation for this program and I feel that the university would be gaining valuable talent.

Please do not hesitate to contact me with any further questions or discussion of Sarah's qualifications.

With kindest regards, I remain

Sincerely,

Jody Broussard

Executive Director – Pandemic Response

Call Center Lead – LDH Contact Tracing Program – Hub Enterprises, L.L.C. Call Center

(337) 434-2251 Phone

337-349-4428 Cell

[*jbroussard@hubenterprises.com*](mailto:jbroussard@hubenterprises.com)

Jan 13, 2020

Sub: Recommendation letter for Sarah Grunblatt

To whom it may concern:

I was Sarah Grunblatt's supervisor at Johns Hopkins University's Center for Talented Youth Program for Gifted and Talented middle and high school students from across the U.S and from countries like China, Japan, S.Korea, Canada, etc. Sarah taught a course on 'Fast-paced high school chemistry'. The big units of the course were on physical and chemical properties, the periodic table, the atom and atomic theory, chemical bonding, nomenclature, the concept of the mole, chemical reactions and stoichiometry, solutions, thermodynamics, acids and bases, kinetics, equilibrium, and a brief introduction to organic chemistry.

This 21-day long intensive course covered material ordinarily included in a year-long introductory course in high school chemistry (a usual prerequisite for AP or IB Chemistry). Apart from conducting various experiments in the labs, the students also spent significant time doing mathematical calculations during the course.

I visited Sarah's class several times each week and found her to be an excellent instructor. She was always informative and engaging in the classroom, encouraging students to participate and engage in a dialogue.

Sarah demonstrated very high facilitation abilities through the course when she helped students create their own experiments to present to everyone at the program. She provided encouragement and timely feedback in order to nudge the students in the right direction while providing room for them to explore on their own and make their own mistakes.

Sarah's class had few students who had more advanced abilities and would always be ahead of the class with regards to finishing their personal assignments. Sarah provided differentiated learning to them and made sure that they were given challenging work as per their abilities.

Overall, Sarah Grunblatt is a very knowledgeable, passionate, dedicated, energetic, attentive and caring teacher. She got a really great review from her students as well as from other supervisors at the Johns Hopkins Program.

Sincerely,

Pankhuri Nigam

Site Director

Johns Hopkins CTY (June-August 2015, 2016, 2017, 2018)

Table 1. Chemistry Faculty Evaluation Rubric – Teaching

Date: June 10, 2020

Evaluation Period: Spring 2020

Name: Sarah Grunblatt, Instructor

Evaluated by: Mark L. Trudell, Chair

Score:	5 - Excellent	4 – Very Good	3 – Satisfactory ¹	2 – Less Than Satisfactory	1 - Unacceptable
Specific Behaviors or Attributes Indicative of Score Criteria (See section: 2.11, b. i-xviii) ²	<ul style="list-style-type: none"> •Excellent teaching evaluations with overall scores well above the department average •Very engaged with students at all levels was able to keep students engaged during the pandemic shut down. 		DWF rate was similar to other faculty		
Overall Comments	Sarah Grunblatt was an effective teacher for CHEM 1017 General Chemistry I despite this being her first semester teach CHEM 1017. Generally, students felt that she was a very good instructor and that she cared about student success in the course. The pivot to online learning was a success. Ms. Grunblatt was able to keep students engaged in the course and complete the semester.				
Teaching Score (1-5):	4.9	Percent Effort for Teaching: ³	90	Weighted Score ³ (Teaching Score x Percent Effort/100) =	4.41

¹Minimum acceptable rating²Each relevant score is based upon an overall assessment of behaviors or attributes by the Chair that matches that category. Strengths and weaknesses noted.³Weighting corresponds to the workload assignment for the period being assessed.

Table 2. Chemistry Faculty Evaluation Rubric – Service

Date: June 10, 2020

Evaluation Period: Spring 2020

Name: Sarah Grunblatt, Instructor

Evaluated by: Mark L. Trudell, Chair

Score:	5 - Excellent	4 – Very Good	3 – Satisfactory ¹	2 – Less Than Satisfactory	1 - Unacceptable
Specific Behaviors or Attributes Indicative of Score Criteria (See section: 2.11, c. i-x) ^{2,3}					
Overall Comments	As a part time instructor Ms Grunblatt taught the evening section of CHEM 1017 and was not on campus during the day so she was expected to be involved dept service.				
Service Score (1-5):	NA	Percent Effort for Service: ³	10	Weighted Score ³ (Service Score x Percent Effort/100) =	NA

¹Minimum acceptable rating²Each relevant score is based upon an overall assessment of behaviors or attributes by the Chair that matches that category. Strengths and weaknesses noted.³Weighting corresponds to the workload assignment for the period being assessed.

Chemistry Faculty Evaluation – Overall Performance

Evaluation Period: Spring 2020

Name: Sarah Grunblatt, Instructor

Date: June 10, 2020

Evaluated by: Mark L. Trudell, Chair

A - Teaching Weighted Score	B - Service Weighted Score	Total Score Sum of A+B+C
4.5	NA	4.5

General Comments:

Sarah Grunblatt is an excellent instructor in the Chemistry Department. She taught one course and is well liked by the students. She is a very passionate about chemistry and teaching chemistry. Ms Grunblatt was very effective in transitioning students to on-line instruction during the pandemic shutdown. Students felt that she provided excellent instruction and the extra help they needed to succeed during the Spring Semester shutdown.

Overall Ratings:

Excellent: 4.5-5.0

Very Good: 3.5-4.4

Satisfactory: 2.5-3.4

Less Than Satisfactory: 1.5-2.4

Unsatisfactory: ≤ 1.4

January 14, 2020

Recommendation Letter

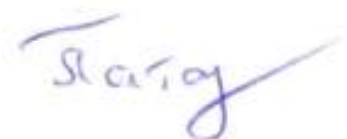
It is my great pleasure to recommend Sarah Grunblatt for a career in public health area.

Sarah has been an active participant of the High School Science Teachers Club, which I organized. She was also admitted to the Chemistry M.S. program at UNO in Fall 2018 and after just two years she will receive two Master's Degrees (Chemistry and Health Care Management), while having a full time job as a science high school teacher. Sarah has also volunteered to do research in Medicinal Chemistry area in Dr. Trudell lab (UNO). Additionally, in this semester (Spring 2020) she is teaching as an adjunct instructor one section of CHEM 1017 (General Chemistry) lectures. Sarah was also in 3 graduate classes, which I teach at UNO: Special Topics in Materials Chemistry (CHEM 6696 in Fall 2018), Procedures and Problems in Chemical Research (CHEM 7025 in Fall 2018), and Characterization of Materials (CHEM 6610 in Fall 2019). Thus, during the last 4 years I had an opportunity to get to know Sarah as a passionate high school teacher, a very bright and motivated graduate student, and as a good colleague.

Sarah is a very talented student. Personally, I find her very intelligent and motivated. She received "A"s in all my classes. She has a firm academic background and the key ability to comprehend difficult points of the subject. Coupled with good analytical reasoning, and with her thoroughness, she strives to understand the matter comprehensively. I often observed her explaining chemistry concepts to other students. I am confident Sarah Grunblatt is the type of person that will fulfill any objectives in her career.

She has exceptional communication and interpersonal skills. Sarah is extremely energetic, responsible, polite, friendly and an easy-to-get-along-with person. Sarah showed a lot of initiative as a member of the Science Teacher Club and made several excellent presentations during the meetings.

Considering Sarah's personal and intellectual abilities as well as her strong interest in a career in public health area, I strongly recommend her for any opportunity she pursues.

A handwritten signature in blue ink, appearing to read "V. Poltavets", with a long, sweeping horizontal stroke extending to the right.

Viktor V. Poltavets
Assistant Professor
Chemistry Graduate Coordinator
Associate Director of Advanced Materials Research Institute
Department of Chemistry
University of New Orleans
E-mail: vpoltave@uno.edu
Phone: (504)-280-4418



THE UNIVERSITY of
NEW ORLEANS

DEPARTMENT OF ECONOMICS AND FINANCE

January 9, 2020

RE: Sarah Grunblatt

I would like to recommend Sarah to you. She is currently a student in good standing in the MS program in Health Care Management at the University of New Orleans scheduled to graduate in May. She is also simultaneously working on her MS in Chemistry at UNO. She currently has a 4.0 GPA for the courses she has completed in the MSHCM program and a 3.74 for all graduate work completed. She has been taking at least three classes plus a lab per semester and still performing at this level while also teaching high school science. She also already has two other Master's degrees in Education as well as an MA.

She just completed my Health Care Economics course last semester with one of the five highest grades in a class of 28. I have been very impressed with her intelligence and work ethic. She also wrote an excellent term paper which demonstrated both her research and writing skills to be excellent. She is currently considering a couple of options about what to do next after she graduates in May and I have full confidence that she will excel in whichever endeavor she chooses.

In addition she has had management experience working at two fitness centers as well as in higher Education with William Carey College.

Personally she is also a very cheerful and interesting person to be around.

Respectfully,

W. J. Lane, Director
MS Program in Health Care Management



January 8, 2020

Dear Selection Committee:

It is with great enthusiasm that I recommend Sarah Grunblatt for your program of study. Ms. Grunblatt was in my Strategic Health Care Marketing course, which is a class offered through the Master of Science Health Care Management degree program at the University of New Orleans. As a student in my class, Ms. Grunblatt exemplified strong critical thinking and communication skills as well as exceptional scholastic ability.

Ms. Grunblatt displayed an innate inquisitiveness and conscientiousness about her work. She was particularly known for enhancing classroom discussion by asking thought-provoking questions and providing insightful commentary. In addition, outside of the classroom and professionally, Ms. Grunblatt demonstrates a strong work ethic. She has a natural ability for working with others and rises to the occasion when placed in leadership roles. Subsequently, Ms. Grunblatt is a pleasure to work with on many levels.

Important qualities that Ms. Grunblatt possesses that will prove to be an asset to her in her educational journey include her ability to persevere and her resourcefulness. It is because of this that I unequivocally recommend her for your program of study. Should you have any additional questions, please contact me at ekemp@uno.edu or 504.280.6483.

Sincerely,

Elyria Kemp, PhD
Associate Professor of Marketing
Edward G. Schlieder Chair in Higher Education and Health Initiatives
Bank One Endowed Professorship in Minority & Emerging Business
University of New Orleans



March 16, 2014

To Whom It May Concern:

I would like to commend to you Sarah Grunblatt. Having known Sarah for the past year, I am confident that she will be an asset to your teaching team. I had the privilege of teaching Sarah for one of her graduate courses, *Tests, Measurements, and Evaluation*.

One of Sarah's strengths is her initiative. Sarah acted as the cohort leader for the inaugural cohort of the graduate program in which she is enrolled. She took it upon herself to organize study groups for the course and for Praxis exams, to email her cohort regularly to remind them of important information related to the program, and to act as liaison to the college. Initially, Sarah was paid to do some of this work, but even when the pay ended during a period of transition for the university, Sarah continued her role so that she and her colleagues would not suffer any setbacks. She continues in her role as cohort leader and has taken the initiative to remind fellow students of important dates related to registration and the Praxis exams. She has continued to offer study sessions for the various Praxis exams on her own initiative.

Another strength of Sarah is her commitment to excellence. As a highly organized person, Sarah desires to do her best in all that she does. In her coursework, her work was consistently at the top of the class. She is not content to do just enough to "get by"; rather, she pushes herself to do her best. I am confident that she will maintain this same level of excellence in the classroom setting.

While I have not had the privilege of observing her teach, I would not hesitate to have her on my teaching team. I look forward to supervising her during her upcoming internship in the fall. If I can answer any questions or provide further information, please feel free to contact me via email (svandercook@nobts.edu) or phone (504-282-4455 x3742).

Sincerely,

Sandra Vandercook

Associate Professor of English and Education
Leavell College, NOBTS



2013-14 Theme: "Let us move on.....to maturity". Hebrews 6:1

498 Tuscan Avenue

Department of Education

Box 3

Hattiesburg, MS 39401

To Whom It May Concern:

Re: Sarah Grunblatt

I am writing in support of potential employment and/or further education for Mrs. Sarah Grunblatt. I worked in conjunction with Ms. Sarah on a Master's level course, EDU 572 Survey of Exceptional Children and Multi-cultural Education, during the Spring 2013 trimester at William Carey University. Ms. Sarah served diligently as the University liaison between me and the graduate students enrolled in the New Orleans co-hort group.

Ms. Sarah's responsibilities included meeting regularly with the co-hort group, outlining assignments, previewing student work, and providing study details in preparation for various projects and assignments. She worked tirelessly in meeting the co-hort students' needs. She was a fountain of encouragement and information needed for the students to be successful in the online course. Ms. Sarah and I communicated regularly about assignments, progress, and course details.

I highly recommend Ms. Grunblatt for further educational opportunities and employment endeavors. She is truly a "get it done" individual, commanding a passion for helping others, and she was a model graduate student, who received a near-perfect grade in my class.

Sincerely,

Brenda B. Thomas, Ph.D.

Coordinator of Special Programs

William Carey University



Office of the Registrar
William Carey University
498 Tuscan Avenue, WCU #4
Hattiesburg, MS 39401-5461

Phone (601) 318-6195
Fax (601) 318-6196
regoff@wmcarey.edu

November 13, 2012

TO WHOM IT MAY CONCERN:

I would like to take this opportunity to recommend Mrs. Sarah Grunblatt for employment with your institution. Although I have only worked with Sarah a short time, she has impressed me with her abilities in her position of employment on the New Orleans campus of William Carey University.

She works extremely well with her co-workers, is eager and quick to learn, and is willing to "go the second mile" mile when given a task to complete. She is conscientious, very careful and accurate with records, and is diligent in helping the students by putting them first in carrying out her duties as Coordinator of Admissions and Student Records.

Sarah takes suggestions well and uses them in a productive manner to improve the tasks at hand. She has proven herself to be able to work efficiently under pressure and meet deadlines. In a short time, Sarah has "caught on" to the requirements of her job and has proven her ability to perform well in many varied areas.

She is attractive, well-dressed, and articulate. I believe she will do an excellent job in the position for which she is applying.

Please feel free to contact me, if you need further information.

Sincerely,

Gayle Knight
Registrar
Hattiesburg, Tradition, and New Orleans Campuses



CRESCENT CITY CHRISTIAN SCHOOL

4828 UTICA ST., METAIRIE, LA. 70006
PHONE (504) 885-4700 FAX (504) 885-4703



February 26, 2014

Respected Sir or Madam:

I am pleased to write a letter of recommendation for Mrs. Sarah Grunblatt whom I have worked with at Crescent City Christian School for six months. During Mrs. Grunblatt's time here, I have been introduced to many facets of her life.

Mrs. Grunblatt has an excellent command of technology, science, and health, and she cares for her students. Mrs. Grunblatt arrives early and stays late on most days to make sure that she is available to help her students and to perfect her lessons. She works very hard to be an excellent teacher, and she has done exceptionally well as a first year teacher.

I would certainly recommend Mrs. Grunblatt for employment with your school or organization. With the numerous abilities that Mrs. Grunblatt has, she will be an asset to your school or organization.

Sincerely,

Lorey Plaisance

Lorey Plaisance
Academic Dean



WILLIAM CAREY UNIVERSITY

RE: Recommendation for hire, Sarah Grunblatt, M.A.

I would like to recommend Sarah Grunblatt to your organization. She is an articulate and detail oriented individual with a proclivity toward a high quality work ethic. Sarah is a quick learner and works comfortably with various software applications, including Microsoft Office and CAMS Enterprise.

As part of her responsibilities with William Carey University, Sarah functions as the Coordinator of Admissions and Student Records on the New Orleans campus. Basic responsibilities include contacting prospective students, handling admission requirements, and assisting with student schedule adjustments.

Sarah has a high level of motivation and requires little supervision. She can be very creative and has helped in planning and designing student events. I would recommend Sarah to your organization without hesitation.

Sincerely,

Arnold Arredondo, Ph.D.
Director of Student and Administrative Services
New Orleans Campus
William Carey University

February 18, 2018

To Whom It May Concern:

Mrs. Sarah Grunblatt has been a colleague at Hahnville High School for five years. During that time, Sarah has proven to be a dedicated and helpful addition to our school. She is consistently dependable, capable, and responsible. Her positive, professional attitude is enjoyed by fellow teachers, staff, and students.

Sarah has a wonderful rapport with her students. Her kind and caring manner helps her build relationships and excitement about learning. Sarah uses active listening, responsive comments, and thoughtful questioning techniques to assist children when they need to work out conflicts with peers or build strategies as problem solvers in challenging learning situations. She is observant and perceptive of the learning needs of her students and readily adapts instruction and supports accordingly.

While she will be greatly missed at Hahnville, I highly recommend Sarah Grunblatt for any opportunity that is available for her to continue to pursue her career and passion for teaching science. Sarah is a great asset to our profession and any community of learners that is blessed with her presence.

A handwritten signature in black ink, reading "Holly C. Cheramie". The signature is fluid and cursive, with the first name "Holly" being the most prominent part.

Holly C. Cheramie
Mathematics Instructor



WILLIAMS BOULEVARD *Baptist Church*

To whom it may concern,

I am writing on behalf of Sarah Grunblatt. My name is Julie Key, and I am the Children's Preschool Director for our church. Sarah has been working with our children's ministry around two years. Since placing her in a classroom every month, Sarah has shown enthusiasm and creativity with every lesson. She is always prepared with her lessons and can improvise when needed, as can happen frequently with preschool! Sarah has a strong passion for education. She has taught at various student levels within our church and finds a way to encourage education whenever possible.

I feel that Sarah would be an asset in any educational position. She has taught a class within the ministry wife program at the New Orleans Theological Seminary that I attended. She has also provided organization and planning assistance within our women's ministry at church. She is currently serving with our technology team to run media programs during our worship services and provided welcome data entry assistance with our new preschool security check-in procedures just this month.

If you have any further questions, or if I can be of any further help, please feel free to email me at: j2keyfam@aol.com.

Sincerely,

Julie Key

Volunteer Preschool Director

Williams Boulevard Baptist Church