Gallup-Certified Strengths Coach

Russell Heptinstall

has successfully completed Gallup's strengths coaching certification program and has demonstrated outstanding commitment to using strengths-based development to help others learn, grow, develop and succeed.

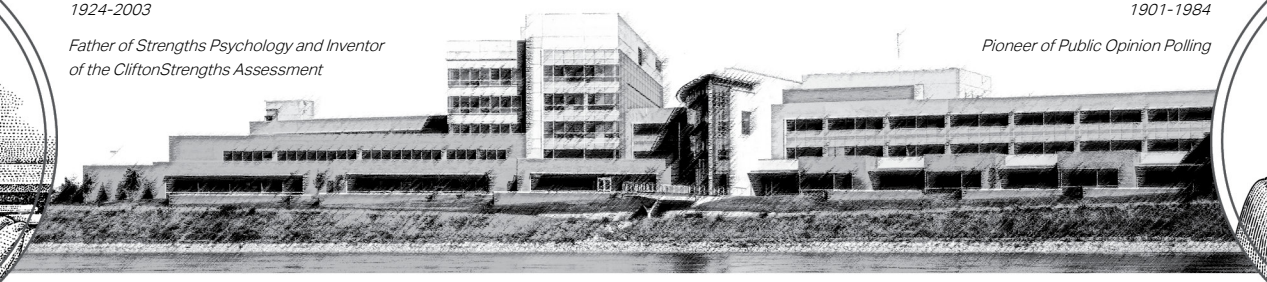
CERTIFIED BY	CERTIFICATION ID	ISSUED ON	EXPIRES ON
	25791	August 14, 2021	August 31, 2023

GALLUP®



DON CLIFTON, PH.D.
1924-2003

Father of Strengths Psychology and Inventor of the CliftonStrengths Assessment



GEORGE GALLUP, PH.D.
1901-1984

Pioneer of Public Opinion Polling

