



**Step 3 Consulting**  
EXECUTIVE COACH, SPEAKER, MOTIVATOR

My name is Kimberly Carter and I am writing to give a reference for my professional mentor, Cameron Starnes. I was recently fortunate to be a part of one of Cameron's leadership training groups. Cameron's ability to successfully lead a group, of approximately 20 plus people, through 6 weeks of training, while maintaining respect, attention, and focus, within the group, was very impressive. The methods mastered by Cameron Starnes, not only give her the knowledge to identify different personalities, but also allow her the ability to understand how to communicate with those personalities. Cameron is able to both personally use communication methods, and train others on those methods as well, depending on the personality type, to adapt the approach, for everything from landing sales to conflict resolution.

Cameron is a very talented professional. In a short amount of time, I have seen personal growth in my career, using the valuable information I have learned from Cameron. I am confident Cameron Starnes would be a valuable asset, as a consultant/coach/trainer, to any business, group, or individual.

Thank you for your time.

Kimberly Carter, **Senior Marketing Strategist**



“Just wanted to recommend Cameron Starnes for her coaching and instructional presentations. She gave an informative training program to my agents recently at my real estate office, and it was well-received. She presented information about personality types and how that applies to doing a better job in serving our clients. Knowing how to help others by being a better listener, knowing the pace to work with others, and what the client might expect of you, are all some tips of what you might learn. The presentation was energetic, and interactive with the members to bring about some positive results for all in attendance. Her presentation would improve leadership roles in a company and also better relations with employees within the company. I recommend her services to you as a way to gain better insights for your clients and employees alike.”

- Carey Rosenblum, **Owner Rosenblum Realty, INC** CRS, GRI, ABR designations

“Cameron Starnes with Step 3 Consulting has been and asset I didn't know I needed. She is passionate about helping teams be more effective communicators with each other and their customers. I thought I knew DISC before but Cameron, her detailed reports and her explanation and guidance on how to use this knowledge took it to the next level! I noticed a change in myself immediately on how I was interpreting the people around me, work became easier, life became easier.”

- Carly Jordan, **Business Owner**

“Cameron has done team and Leadership training for my office. Her just training empowered my team to recognize personalities and communicate in a way that is respectful to each of those personalities. It also helps our team to improve communication throughout our office, including delegating clearing and

working more effectively with each other. Cameron is a passionate and entertaining speaker, making the DISC training more exciting and applicable for each member of my team. I highly recommend this training for leaders who want to take their team and their company to the next level of customer service and productivity, which does result in profitability!”

- Teri Porter, **Business Owner Chiropractic Office**

“Wow! ... an expression of my sentiments following the business consultation with Cameron! If you are starting a business, or are already in business and want to ensure your services speak to your clientele, you need the insight of Step3 Consulting!! Cameron's knowledge and wisdom is truly a "MUST HAVE!" This is one of the very best investments I have made in not only myself, but my business! Step3 Consulting is definitely on my list for client referrals!”

- Chenille L. White, **Business & Finance Consultant | Trainer | Program Advisor | Leadership Coach | Business, Nonprofit & Head Start Agencies**

“Through my experience with Cameron leading a class with my Real Estate team I felt like I needed to personally sit down with her to better understand my DISC profile. Her grasp of the full scope of assessments made me confident that I would be able to actually understand what my assessment means. I now truly understand better how to communicate with people that are polar opposites to me.”

- R. Wallace Realtor, **RE/MAX Keyfinders Group**

“Cameron Starnes and I just worked together. She reviewed my DISC profile with me. The foundation of being confident and successful is becoming self-aware. Cameron had me take the assessment and then debriefed with me to help me really understand the way I operate and now I can communicate more effectively with people who might be different than me.”

- M. Chitwood- **Executive Director BNI**  
*Step 3 Consulting*  
**RELATIONSHIP COACH, SPEAKER, MOTIVATOR**

“Thanks to Step 3 Consulting and Ms. Cameron Starnes for taking Super C Carriage to new heights. The past few months Step 3 has assisted my company with image building, personal Coaching and social media marketing. Our online sales have increased and gross sales are up 47%. I never dreamed this could happen until Ms. Starnes said, "give me a couple months" and I did. Thanks again!!!”

- M. Claridy, **Owner Super C Carriage**

“Having known Cameron for a few years, I've seen her transition into this role of helping business owners and entrepreneurs find their voice and get them to step 3! If you need help finding the next step, Cameron is your girl. Highly recommend!”

- Krysta Paffrath – **Social Media Manager Southwest Media Solutions**

“Working with Step 3 Consulting has made a tremendous impact on my presentations skills, so much so that not only have I noticed but also my superiors – If you are interested in taking your presentations to the next level you are in the right place, I highly recommend working with Cameron Starnes.”

- L.W. **Commercial Insurance Sales**

My name is Jamison Charles, Operations Manager for Special Touch Restoration. I have had the great pleasure of going through Cameron Starnes' consulting personally. It was deep dive into my behaviors and how I can leverage my strengths and minimize my weaknesses. Working in a high-stress job like many people today, I tend to bend my personality like many others toward what is needed in the job they possess, to stressful levels at times. This is many times what it seems to take in the corporate or business worlds, however, it is however very damaging to the person. It can lead to poor mental health, physical health and may even lead into bad relationships outside of work. Step 3 Consulting helped me not only identify my traits at work but, also my natural self-personality and use my best traits to be more efficient and tools and tips to help me with my lesser strengths. The DISC discipline in understanding these traits helps with being more conscious with my staff and family and how I can now identify those traits and adapt to those individuals to get the outcome that is needed for success. For myself, the training has helped me be more relaxed when I am not at work and get more out of my production staff in the field. A lot of this I felt inside but would not have ever acted on it if I had not gone through the training with Cameron Starnes.

She did a very thorough look at my results and confirmed for me that I needed to make changes in my life for me, as well as the way I run operations at Special Touch Restoration. Anyone looking to better themselves or their work environment should go through the training with Step 3 Consultants!

-Jamison Charles, **Operations Manager - Special Touch Restoration**

## Step 3 Consulting

EXECUTIVE COACH, SPEAKER, MOTIVATOR



Executive Coach, Speaker, Trainer  
Certified DISC Practitioner

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<https://www.facebook.com/Step3businesscoach/>

To See what a DISC Training is like view a short mini session here:

[https://www.loom.com/share/1997ff3fd0d24c68b5e81633e60465f7?sharedAppSource=personal\\_library](https://www.loom.com/share/1997ff3fd0d24c68b5e81633e60465f7?sharedAppSource=personal_library)

Podcast with Meaghan Chitwood, Executive Director of BNI Alabama:

<https://youtu.be/gPkctwoHnbY>

<https://youtu.be/dHqFFmXPnC>