



Today's objective: Learn now to spot your weakness, so that you can avoid unwanted behaviors and ultimately, focus more on activities that strengthen you.

Proven research* shows that using your strengths accelerates performance, at work and in personal life.

What is Weakness?

Definition of a weakness: *An activity weakens you, depletes you. It's not necessarily something you are bad at. But when you do these activities, you feel de-energized.*



Book recommendation: Now, Discover Your Strengths (2001) by Marcus Buckingham & Donald Clifton

*** The StandOut Strengths Model is based on positive psychology research by The Marcus Buckingham Company. The research proved that by identifying each person's unique strengths, individuals can accelerate their performance, which increases organizational and personal performance.**



Love It / Loathe It Worksheet: A tool to help you see your weakness.

? **Instructions:** Reflect upon your previous week and make notes

Step 1:

What activities weakened you?

- What was the activity?
- Who were you with?
- What else was going on (chaos/quiet?)
- What was the time of day?

Step 2:

How did you know you were weakened?

- How did your body feel?
- What happened emotionally and intellectually?
- Did you say or do something you regretted?

Loathe It

Day 1

Day 2

Day 3

Day 4

Day 5

What I noticed



The importance of recognizing body signals

What are your body signals that will help you identify weakness?

1)

2)

3)

What are weakening activities to pay attention to?

1)

2)

3)



Feeling weakened leads to rash decisions, poor work quality, low energy, regret ...

However, once you begin to build the awareness of what weakens you, you can now choose a strategy. This choice is empowering and important to strong teams and to personal strength.

Strategies to Manage Weakness

S	Stop / Reduce <ul style="list-style-type: none">• Is this activity critical to the success of your job? If not, can you stop doing it?• If so, can you reduce the amount of time you spend doing it?
T	Team Up: Partner with someone to minimize the effect <ul style="list-style-type: none">• Find a co-worker who likes this activity, can you help each other?• Can someone you know teach you a technique or trick to manage this activity more effectively?
O	Offer Up A Strength <ul style="list-style-type: none">• Which one of your strengths can you use to help you get this done?• Is there a way to make more time for your strengths, so that this weakness seems less relevant?
P	Perceive It Differently <ul style="list-style-type: none">• How can you shift your perspective?• Is there a way you can make this activity more fun?• How can you look at this differently to find creative solutions: could you do this at a different time of day for example?