

Develop your strengths — manage your weaknesses

Five tips for developing your strengths

1. Identify the kinds of activities you are naturally drawn to and determine ways to do more of them.
2. Focus on things that you seem to pick up quickly and invest in ways to master them.
3. Rely on the activities that you seem to naturally and automatically know the steps to complete.
4. Find more ways to incorporate activities that provide moments of unconscious excellence, moments when you thought, “How did I do that?”
5. Appreciate the things that give you energy or enjoyment, either while doing them or immediately after finishing them. These are the activities that make you think, “When can I do that again?”

Identify Weaknesses

1. Does this theme ever undermine my success?
2. Have I ever received negative feedback related to this theme?
3. Does my role require me to use this theme, but I feel drained when I do?

If you answered yes to any of these questions, you may be discovering areas of weakness.

Five tips for managing your weaknesses

Claim them: Know your weaknesses and how they get in your way.

Minimize the effect: If you can, avoid working in areas of weakness. If you can't, develop a support system, process or strategy.

Collaborate: Find others with complementary talents and ask them for help, support or to partner with you.

Apply one of your CliftonStrengths: Use one of your strongest CliftonStrengths themes to achieve a better outcome.

Just do it: Lean in and do your best.