

A 3-Step Plan for Turning Weaknesses into Strengths

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97 % of people can readily identify a career- limiting habit they have. Managers report that after giving people feedback in a performance review, fewer than 10% of them look any different a year later. The key to improving most weaknesses is to:

1. Identify crucial moments. i.e.. “have difficulty prioritizing”.
 - a. Ask when and in what circumstances. Pay attention to times, places, social circumstances, moods, or risk perceptions
2. Design deliberate practice. Focus on a discrete skill.
 - a. First identify moderately challenging situations where you can practice the target skill.
 - b. After each attempt, rate effectiveness and stress level.
3. Develop emotional competence
 - a. Cannot simply force oneself to attempt a challenging behavior.
 - b. Pause to clarify motives – “What do I really want?” i.e – not to avoid conflict but to be a person of integrity and strength.