

Conquer Weaknesses & Make Them Strengths

Identifying and Maximizing Your Strengths

COMPANION WORKBOOK



Lana Wynn Scroggins

 GIVING JESUS

Conquer Weaknesses & Make Them Strengths

Companion Workbook

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Introduction

Each of us is wonderfully unique. No two people are alike and that is a very good thing. If everyone were the same there would be no way for civilization to continually expand. It's because of the wide range of abilities, characteristics, interests, and talents each of us has that our world works. If everyone had the same strengths and weaknesses, there would be no diversity in the world. It would be impossible to meet all the needs intellectually, physically, emotionally, and otherwise and communities could implode or cease to exist.

You may have heard of the terms **right brain** and **left brain**. These terms refer to which side of the brain is most dominant. Our brain is divided into two sides or hemispheres. While each side is different with specific regions controlling certain functions, the two halves integrate to produce what we think, feel, and do. The left brain/right brain theory states that one side of our brain is dominant- sort of like being right or left-handed, and as a result we experience specific strengths based on our brain's dominant traits. Take a look-

Right brain dominance is characterized by being creative. It's typically more intuitive and visual. Sometimes called the analog brain, right brain dominance is characterized by-

- **Imagination**
- **Intuition**
- **Rhythm**
- **Artistry**
- **Holistic thinking**
- **Reading non-verbal cues**
- **Daydreaming**

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Introduction (continued)

Left brain dominance is characterized by logic. It's typically more verbal and analytical. Sometimes called the digital brain, left brain dominance is characterized by-

- **Verbal skills**
- **Language**
- **Mathematics**
- **Science**
- **Critical thinking**
- **Quick thinking**
- **Sequencing**

The jury is out on whether or not there is truth to the dominant side theory, but many times strengths and weaknesses are tied to either being more critical minded or creative minded; however, the brain's sides do not work independently of each other. They rely on communication between both hemispheres for all sorts of functions, but there is anecdotal evidence that some people experience personal strengths and weaknesses in alignment with one side of the brain or the other.

Our unique strengths translate directly to our personal interests and career paths. Our strengths play a role in how we connect with others and help assign our value to our family and community.

Generally, our strengths become a part of our identity and represent a form of currency we use to 'earn' our place in society. We tend to downplay or avoid our weaknesses as they feel like inadequacies, especially compared to someone who excels in an area we experience weakness.

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Introduction (continued)

People tend to gravitate to careers and hobbies based on their strengths. Most medical staff, scientists, architects, and other professionals generally go into their careers because math and science are of interest to them, plus understanding math and science seems to come naturally and easy for them.

Even if someone isn't in a highly technical profession, they may better understand the concepts of math and science than someone else making it a personal strength they possess.

In the same way, someone gifted in singing or dancing will find it much easier to make a hit record or join the ballet because it's easier for them to compete in that field because of their strength in music and dance.

Having strengths that come easy and set us apart doesn't mean weaknesses aren't present.

Even the most talented people have weaknesses. Learning to make the most of our strengths while acknowledging and working on our weaknesses is a healthy way to go.

There's no reason to pretend we are great at everything and avoid or bury our weaknesses altogether. In the same way, it's really important to not hyper-focus on weaknesses as if they outweigh or diminish strengths.

Looking at the fact that every single person alive has strengths and weaknesses is the secret sauce to embracing both the benefits and deficits we bring to the table.

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Introduction (continued)

This companion workbook is designed to help you find the gentle balance between maximizing what you are innately good at while simultaneously improving or managing the things you aren't. Both strengths and weaknesses serve an important role in our lives. Through the course of this easy-to-read eBook and fun and motivating workbook you'll can expect to

- **Identify and maximize your strengths**
- **Identify and tackle your weaknesses**
- **Celebrate your unique blend of strengths and weaknesses**

A lot of people already know what they are good at, but sometimes they don't realize everything they do well. Hint- there's a reason why that happens. This eBook and workbook will help you determine strengths and talents you may not be giving yourself enough credit for. Also, people may not always be aware of the things that hold them back or come harder for them than they do other people. Taking a good look at the difference between strengths and weaknesses and why they happen will help you identify your own strengths and weaknesses and give you permission to celebrate them equally. Hint- having weaknesses doesn't mean you aren't awesome.

Once you embrace the reality that everyone is a balance of strengths and weaknesses it makes it easier to focus on things you do naturally, well, and easily, while also tackling how you want to manage the things you don't. In some cases, it will make sense to focus on areas where you aren't as strong as you'd like to be and in other cases it will make sense to simply let a weakness be a weakness. The key is deciding when to challenge yourself and when to let it go...insert Disney's blockbuster Frozen anthem here.

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Section One: Identifying and Maximizing Your Strengths

Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life feeling stupid - Albert Einstein

Strengths are things we do well with very little effort. Our strengths include our:

- **Knowledge**
- **Skills**
- **Talents**
- **Qualities**
- **Innate traits**

We can be skilled intellectually, physically, and emotionally. To some extent we have strengths in every area of life, but some strengths are simply more developed and pronounced. Sometimes we know our strengths while other times they are so ingrained in how we operate that we fail to identify them as strengths reasoning 'that's just the way I am' or 'that's how I'm wired.'

There are certain circumstances when knowing our strengths is vital. Seeking admission to a college, program, or association may require listing strengths to stand out amongst the competition. Applying for a job, promotion, or consideration at work may require showcasing talents and strengths to outshine other applicants.

Understanding your strengths and being able to articulate them can give you the edge when it comes to advancing in your career. You can easily determine your strengths online by taking a host of strength-finding tests. These can help you identify and categorize the strengths useful in the marketplace.

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Emotional strengths - In the same way intelligence can be measured, so can emotional intelligence or EQ. This form of intelligence is different than IQ because it measures how people manage their emotions.

Having a high IQ indicates that someone is capable of understanding complex theories or ideas, but it doesn't guarantee that someone has command of their social-emotional intelligence.

Having high emotional intelligence sets people apart when it comes to interpersonal skills. People with high emotional strengths can often compensate for other weaknesses because they have unique coping skills or social skills that elevate their ability to get along with others. People with emotional strengths tend to be very successful in a wide range of areas.

Did you know? Psychologist Robert Sternberg identified three types of intelligence that could indicate higher rates of success in life. His Triarchic

Theory of Intelligence focuses on the interplay between three areas to indicate key strengths of intelligent people.

Analytical intelligence - This is the typical form of intellectual intelligence. Our ability to understand complex information, analyze, and think critically.

Creative intelligence - This emphasis is on being able to use the mind to adapt to a new situation and creatively work things out.

Practical intelligence - The emphasis here is on using your common sense and life skills to manage situations to your advantage.

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Sternberg's theory indicates that overall intelligence relies on all three of these forms of intelligence for mastery in life and to be successful.

People who exhibit strengths in each area of intelligence tend to have favor over people who may have strengths in only one or two areas.

There are a wide range of areas where you may have strengths. From what knowledge you possess, what you can do better than others, and how you manage your emotions. There are a lot of ways to stand out.

Make the Most of Your Strengths

We began the Make the Most of Your Strengths While Improving Your Weaknesses eBook by taking a broad look at intelligence and strengths.

It's important to know that everyone has strengths and weaknesses.

The good news is what one person lacks in ability someone else makes up for with their strength.

This creates a wondrous interdependency that keeps things working in harmony. Truth be told, it's beneficial for people to have different strengths and weaknesses so people can work together for the greater good. In this way, opposites attracting is a really good thing.

When someone excels in a certain area but lacks in another, they can partner with someone who excels in the area they underperform. More on this later!

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Get into the Zone

The zone of genius reflects the skills and creative expression you have that require little effort and produces the most fruitful outcomes. According to Hendricks, we operate in various zones- four of them:

Zone of incompetence - This zone includes functions you know little about and have very little aptitude or strength. In many ways, this zone could represent areas where you have weakness.

Zone of competence - This zone includes functions you are efficient at, but your efficiency is generally the same as someone else and wouldn't be considered a personal strength, though not necessarily a weakness either.

Zone of excellence - This zone is sometimes mistaken for the zone of genius because this zone includes functions you excel at. The key difference is these functions are often ones you've mastered through practice, repeated actions, or simply over time doing the same activity. It isn't necessarily the zone where you work from a place of effortless flow.

Zone of genius - This zone includes functions that bring out your innate and effortless abilities. This zone represents the areas of life where strengths are abundant, evident, and stand out compared to others.

Generally speaking, operating from the zones of excellence and genius indicate areas where you have strengths that should be maximized. The zones of incompetence and competence are indicators of areas where you experience weaknesses.

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Narrowing Down Strengths That Set You Apart

Knowing your strengths and their value is important. Many times, people tend to pay closer attention to what they can't do well rather than appreciate what they can do. Focusing on the strengths you have is preferable to worrying about your weaknesses. It's the same idea as looking at a glass as either half full or half empty. Where you place your focus influences your thoughts. A deficit-based mindset highlights the negative while an asset-based mindset highlights the positive.

Later in the book we will take a closer look at weaknesses and the options available to improve them. In the meantime, narrowing down your strengths will help you better understand what sets you apart, where you want to put your emphasis, and the benefits you have while operating in your zone of genius. While your number of strengths likely far exceeds a simple top ten list, taking a look at the wide range of typical strengths professionally and personally can help you identify your top-ranking strengths. Some of the most common strengths are:

Professional strengths

- **Conflict resolution**
- **Dependability**
- **Discipline**
- **Leaderships qualities**
- **Communication skills**
- **Technical skills**
- **Determination**
- **Teamwork**
- **Time management**

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Personal strengths

- **Organization**
- **Dependability**
- **Loyalty**
- **Patience**
- **Homemaking Skills**
- **Handyman skills**
- **Parenting skills**

Skills and strengths often overlap. If you tend to be patient and loyal at home, you're likely to be patient and loyal in your career too. If you are sought out as a leader at work, you likely have a tendency to take a leadership role in community projects as well.

Some Strengths are Obvious

Many of your top professional and personal strengths will be obvious, if asked, you or someone who knows you well could list them because they stand out and have a clear definition. An example could be knowing your strength for verbal and written communication. It could be that you find it easy to speak in front of people, craft compelling copy, or teach complex concepts to other people. You and those who know you well can identify speaking and writing as a consistent strength that you possess.

Another could be interpersonal relationship strengths. You may know that you are compassionate or have a greater capacity to engage other people in very specific ways. Someone who knows you well might say that you are kind, generous, or always willing to share.

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Some Strengths are Subtle

Some strengths are nuanced. They may not have a title that characterizes them.

Some strengths are a culmination of how you behave and how you make others feel when they are around you.

It could be that your presence, personality, and how you operate combine and create a positive impact that doesn't have a specific label. Regardless, this is a strength that sets you apart.

An example could be experienced in your parenting. You may not be using a specific parenting style, yet you have great success.

Under your influence, your children are thriving, have a sense of self, and achieve in school. One could say you have a strength in parenting, but it isn't quite so obvious what is about your parenting style that's on point.

Under these circumstances it is generally a combination of strengths working together for a great outcome.

Your strength is parenting rather than a strength in a certain specific behavior.

This subtlety may require a bit more detective work to pinpoint what you do so well in your parenting style.

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How you do anything is how you do everything

People tend to operate in patterns. What they do well, they tend to do well across the board.

What they lack, tends to be a deficit in all areas of life too.

That's because strengths and weaknesses often translate throughout their lives.

Great communicators on duty tend have an easier time communicating off duty.

People who are organized at home, tend to be very organized at work.

People who have artistic ability find it easier to be creative under a wide range of circumstances.

Knowing your strengths can help you find opportunities to shine.

Knowing that a strength you have at home can translate to a benefit in your community or workplace can make volunteering or seeking employment easier and more enjoyable.

For many, there is a lightbulb moment when they realize the things they do naturally and easily can earn them income or add value to their community.

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Strengths Get Stronger Over Time

What we do well, only gets better. Our strengths develop and get stronger over time. The longer we live and the more often we flex our strength-based muscles the more pronounced our strengths become.

The more time we operate in our zones of excellence and genius the better off we are... and so are the people around us. It makes sense to try to build a life where strengths are at the forefront.

The Einstein quote at the beginning of section one is a humorous but true thought about how important it is for a fish to do what a fish does best—swim. A fish trying to climb a tree makes no sense and most people are smart enough to know that.

As long as the fish stays in the water, he effortlessly plugs into his strengths and effortless genius. The moment a fish tries to climb a tree, he begins to battle against a profound weakness that can only lead to frustration.

We live in a time when playing to your strengths is easier than ever. There are strength-finding tests, courses, and tools that can help identify our strengths and match them to careers, lifestyles, and opportunities. It's important to consider your strengths when making important decisions. From whether or not to stay in current situation, make changes, or take a big leap as Hendricks would say. Make the most of your strengths by placing yourself in situations where your strengths are celebrated and make life feel effortless.

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Section One: Workbook Exercise- Identifying Strengths

Strengths are often overlooked because we don't recognize them as an asset. They can simply be something we do so well and so often that we don't realize they are a strength, not just the way we are wired. Use this section of the workbook to identify your strengths in various areas of life so you can celebrate them and take credit for the things you excel at.

Answer the following questions:

Off the top of my head, I believe I have the following strengths:

The strengths I value most about myself are:

One strength I have that sets me apart from others is:

One strength I have that I would like to take to the next level is:

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Section One: Workbook Exercise- Identifying Strengths

There are tools and resources that can help you identify your personal and professional strengths.

In the eBook, we took a look at typical strengths that people have professionally and personally. Circle the strengths you know you possess.

Professional strengths

- Conflict resolution
- Dependability
- Discipline
- Leadership qualities
- Communication skills
- Technical skills
- Determination
- Teamwork
- Time management

Additional professional strengths not listed:

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There are tools and resources that can help you identify your personal and professional strengths.

In the eBook, we took a look at typical strengths that people have professionally and personally. Circle the strengths you know you possess.

Personal strengths:

- **Organization**
- **Dependability**
- **Loyalty**
- **Patience**
- **Homemaking skills**
- **Handyman skills**
- **Parenting skills**

Additional personal strengths not listed:

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Section One: Workbook Exercise- Identifying Strengths

Assignment- Ask a friend

We tend to minimize them or view them as being just the way I am. Asking other people can help identify and validate strengths. Take a moment to ask a few key people their opinions about your unique strengths. Look for patterns and pay attention to the positive things they have to say about you and your unique strengths.

Ask them these questions and take notes!

What personal strengths or skill sets do you think set me apart from others?

What professional strengths or skill sets do you think set me apart from others?

What strengths do you think I have that I may not realize as strengths?

After completing this section of the workbook, head back to the reading and learn about weaknesses. Weaknesses aren't something to hide or fear. They are an Important part of what makes you unique. There are two schools of thought when it comes to managing weaknesses.

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Don't let weakness affect the greatness in you - Unknown

We tend to minimize them or view them as being just the way I am. Asking other people can help identify and validate strengths. Take a moment to ask a few key people their opinions about your unique strengths.

Look for patterns and pay attention to the positive things they have to say about you and your unique strengths.

When it comes to weaknesses, there are two schools of thought-

School #1. Focus on, tackle, and conquer weaknesses and make them strengths

School #2. Focus on strengths and compensate for weaknesses in other ways

Many times weakness is considered, well...weak. To be weak is generally seen as not a good thing. Areas where we don't excel can expose deficits and somehow make us appear lacking or not good enough.

Everyone has weaknesses but they tend to manage them in different ways. Some of the typically negative ways people face weakness are:

- **Avoidance**
- **Overcompensation**
- **Denial**

And

- **Ignorance**

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These poorly managed tactics don't help mitigate the weaknesses, rather they amplify them. Here's how:

Avoiding weaknesses doesn't make them go away. Avoiding weaknesses can work from time to time, but overall failing to consider them and manage them can cost you.

You can skirt around a weakness for a while but at some point, it's going to be an issue. Not having a solid plan can cost you money, time, or other resources.

Overcompensating for weaknesses can be exhausting. Making up for a weakness can lead to burn out and striving needlessly.

Working too hard to make up for a weakness isn't a smart use of time or resources. There are better ways to make up for a deficit.

Denial is the same as lying. Denying that something is a weakness looks like a lie. Being unwilling to admit there's a problem or weakness can make you look foolish and sabotage your efforts, reputation, and the outcomes you need.

Ignorance isn't always bliss. Not knowing you have a weakness can set you up for problems. In some cases, denial and ignorance are close cousins. Being unwilling or unable to see a weakness can cause you to have blind spots that could hurt you.

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Weakness Doesn't Have to Be Negative

Weaknesses don't have to be entirely negative. Sure, having an area where you don't command maximum zone-of-genius status isn't ideal, but it's impossible to be flawless, nor should we strive to be.

In section one, we discussed how strengths and weaknesses can work in compliment with other people's strengths and weaknesses.

This is a great way to manage weaknesses without working too hard to compensate for them. *More on this in just a bit!*

When weaknesses are considered a naturally occurring part of life, managing them becomes less combative and more collaborative.

People who embrace weakness as inevitable handle weakness in positive ways. Some of the typical positive ways people face weakness are-

- **Analyzing**
 - **Problem-solving**
 - **Solution-focused**
- And**
- **Collaborative**

Reviewing weakness through a positive filter helps manage weakness in a non-threatening way so weakness isn't something to hide or be ashamed of.

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Analyzing weaknesses helps get to the root of the issue. Some weaknesses are apparent. If you hate to speak in front of crowds you don't have to analyze the facts, they are evident.

If you find that you keep getting a poor result but don't know why, analyzing things can help identify what's going wrong so you can compensate for the weakness.

Problem-solving solves problems! Identifying problems is the most important step in solving them.

Rather than avoiding or ignoring a weakness, actively problem-solving a weakness can close the gap and get things working as they should be.

Solution-focused minds don't waste energy. Identifying a weakness can cause people to feel inadequate or discouraged. This can amplify a negative self-image and trigger imposter syndrome.

Rather than focus on what's wrong, taking a look at what the solutions could be can transfer the energy from negative to positive.

Collaboration is a win-win. Weakness is inevitable. Thankfully, someone somewhere excels where you experience weakness.

Collaborating with other people who thrive where you underachieve makes sense and creates consistent positive outcomes.

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School of Thought #1. Focus on, Tackle, and Conquer Weaknesses and Make them Strengths

Strength doesn't come from doing what you can do. It comes from overcoming things you once thought you couldn't do - Rikki Rogers

Overcoming weakness is important. Some weaknesses need to be tackled, conquered and turned into strengths. Reflecting back on the zone of genius portion of the eBook reminds us that we can move from incompetence through competence and onto excellence. Not knowing how to do something is a weakness at first, but it needn't remain one if you choose to tackle it.

Weakness is considered a disadvantage or fault. Surely, reducing disadvantages and faults is important. Weaknesses are vulnerabilities and they can be a significant issue if they aren't handled.

By now you should see the strategic advantage to looking at a weakness with a positive mindset. Being proactive about weakness gives you an advantage, whereas being negative and avoidant keeps you vulnerable. After embracing weakness as feedback, you can determine to overcome it with a solid strategy.

Steps for Tackling Weaknesses and Making them Strengths

- Step 1- Identify your weaknesses**
- Step 2- Weigh the benefits of changing**
- Step 3- Make a plan and commitment**
- Step 4- Get support**
- Step 5- Evaluate and modify**

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School of Thought #1. Focus on, Tackle, and Conquer Weaknesses and Make them Strengths

This **five-step plan** is a surefire way to turn diminish a weakness and reduce the vulnerability or price tag the weakness creates.

Step 1 - Identify your weaknesses: If you don't realize you have a weakness, you are vulnerable. In some cases, your weakness is obvious.

If you get hives standing to speak in front of a group of people, you know you've got a weakness. If you can't remember to put gas in your car and routinely need to call for backup, you've got a weakness.

Sometimes you are unaware of your weaknesses which make them even more problematic. If you consistently get low sales from your marketing emails or sales pages, you may have a weakness copywriting and aren't aware of it.

If you regularly don't get a second date, you may have a weakness that's causing you to blow your first impression.

You can identify your weaknesses in a couple of ways: Honest self-evaluation and peer assessment. Asking yourself why you think you may be hitting a wall and weak in a particular area can help you identify weaknesses.

In the same way, peers, friends, and people whom you report to...including supervisors and customers, can offer you valuable feedback that can help identify weaknesses.

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School of Thought #1. Focus on, Tackle, and Conquer Weaknesses and Make them Strengths

Step 2 - Weigh the benefits of changing: In school of thought #1, changing has great benefits. Making changes to tackle and overcome a weakness can help you close the gap between strengths and weaknesses and make you better overall.

School of thought #2 takes a slightly different path where you may choose not to change or focus on a weakness. Knowing the difference between when to change a weakness into a strength and when to compensate in other ways is wisdom. Here are some tips to consider-

Tip- Change is beneficial when it will improve your relationships

Tip- Change isn't always beneficial if you'll save time and money having someone else help

Tip- Change is beneficial when it improves your health

Tip- Change isn't always beneficial if it exceeds your truest capabilities

Tip- Change is beneficial when it boosts your esteem and confidence

In many cases, tackling a weakness is worth the changes you'll need to make. In some cases, it won't make sense to change. Knowing the difference and making the decision based on a positive mindset helps. Feeling guilty and changing out of shame and inadequacy is harder than feeling convicted and changing out of the desire to be, do, and have better for yourself and those you love.

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Step 3 - Make a plan and commitment: Knowing and wanting to change because there are benefits is one thing, knowing and committing to the changes is another.

In many cases something is a weakness simply because you don't know what to do about it or how to compensate for it.

Identifying a weakness and deciding to change requires a plan of action or correction.

Change can be hard. Some weaknesses are bad habits.

It can take up to 21 days or longer to break a bad habit and create a new one to replace it.

Do the work to make a plan and commit to it for the greater good it will bring in the end.

Keep your eye on the prize when it feels difficult.

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Section Two: Working with and Improving Weaknesses

School of Thought #1. Focus on, Tackle, and Conquer Weaknesses and Make them Strengths

Workbook Exercise- Identifying Weaknesses

There are two schools of thought when it comes to managing weaknesses. This section of the workbook focused on tackling and conquering weaknesses and turning them into strengths.

We learned in section one that we operate in different zones based on our strengths.

The zone of incompetence generally includes things we have little to no experience with.

The more we focus on something the sooner we move into the zones of competence or excellence.

Before we can tackle a weakness, we must first acknowledge it exists.

This can be obvious or a complete mystery.

Take a moment to think about your perception of weakness and where you think you may have weakness.

Then, poll trusted friends, family, peers, or authority for additional information.

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Workbook Exercise- Identifying Weaknesses

Ask yourself these questions:

What weaknesses am I aware of? (hint) you can refer to the strengths list from the first exercise in the workbook and consider the items you didn't circle.

Thinking about an area where I struggle to succeed, _____ could be considered a weakness.

Some of the deficits I have been told I have are:

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Workbook Exercise- Identifying Weaknesses

Assignment - Ask a friend

Take a moment to ask a few key people their opinions about your weaknesses. Look for patterns and pay attention to the things they have to say about you and your areas where you have room to grow.

Ask them these questions and take notes!

What areas do you see me struggling or needing to grow and overcome a weakness?

What professional and/or personal weaknesses have you experienced or seen that could be holding me back?

What weaknesses do you think I have that I may not realize as weakness?

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Workbook Exercise- Identifying Weaknesses

Assignment - Ask a friend

Be sure to keep an open mind and realize that these are opinions and observations and not facts. You do not have an obligation to make changes or adopt any perceptions if they do not feel true for you. Pay attention to consistent feedback as it is more helpful. If more than one person shares a weakness, it is worth noting and considering as something you may want to address. Keep the information constructive and don't allow negative thoughts to disrupt the goal of the exercise which is to help rather than discourage.

Organize and create a list of the weaknesses that you would like to focus on here:

Weakness: _____

Weakness: _____

Weakness: _____

Weakness: _____

Weakness: _____

Conquer Weaknesses & Make Them Strengths

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Section Two: Working with and Improving Weaknesses

School of Thought #2. Focus on Strengths and Compensate for Weaknesses in Other Ways

Success is achieved by developing our strengths, not by eliminating our weaknesses - Marilyn Vos Savants

In school of thought #1 we took a look at the importance of identifying and tackling weaknesses to make them stronger. You may not be able to make them zone-of-genius-worthy, but you can make progress and overcome. There are many reasons why that's important including improving relationships, health, competitive edge and more. That being said, there are actually times when it may not be in your best interest to put a lot of work into a weakness. That's because-

- **Some weaknesses don't matter**
- **Some weaknesses are too big to tackle**
- **Some weaknesses are temporary**
- **Some weaknesses cost you money**

Some weaknesses don't matter - There are times when having a weakness doesn't matter. If your weakness rarely rears its head or causes problems, it may make sense to let it be. If there is an easy work around and the weakness doesn't directly affect your relationships or how you earn a living, it may be best to leave it alone. If you routinely have a poor sense of direction, you don't need to dive into geography to better understand which way is North. Having GPS on your smartphone may be all you need to find an address.

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Some weaknesses are too big to tackle- There are times when a weakness is so big it doesn't make sense to tackle it. If it is likely you'll never warrant the desired result from making changes you may want to evaluate if change is worth it. In some cases, it may make the most sense for you to find an alternative way to overcome your weakness.

Some weaknesses are temporary - Temporary weaknesses are setbacks. They won't be a problem for long so you should focus on ways to work around them until you are back on track and operating under normal circumstances. Big life changes can cause temporary weaknesses. Overcoming an illness, having a growing family, empty nest, retirement and other changes can cause temporary circumstances where it makes sense to find ways to compensate for the weakness rather than make global changes for a temporary situation.

Some weaknesses cost you money - In some cases, your weakness could be costing you money which can make it smart to get help rather than figure things out on your own. If spending time overcoming a weakness will cost income and in the long haul not make a significant change in your life, it makes sense to go a different route. An example could be you are not great at technical aspects of a project. It would cost you time, money, and take away from money-making tasks for you to learn to do the technical tasks. In this case, being techno-challenged is a weakness, but it doesn't make fiscal sense to learn tech.

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When it doesn't make sense to tackle your weakness and change, finding an alternative way to compensate for a weakness makes sense. There are many ways to manage weaknesses that don't include taking the time to change them into strengths.

Take a look:

Alternatives Ways to Compensate for a Weakness

Working smarter, not harder is wise. Doing whatever is in your zone of genius should be top priority. When it comes to work and home it makes sense to do the things you are best at and delegate the things you aren't.

We learned in School of thought #1 that there are times when it makes sense to overcome weakness by making changes. Though this is true, sometimes there is wisdom in compensating for a weakness in other ways. Ways like-

- **Delegating to others**
- **Hiring service providers**
- **Bartering and trading**

Surround yourself with people who have diverse and complementary strengths - Earlier in the eBook, we took a look at how opposites can attract when it comes to strengths and weaknesses. People tend to appreciate and value people who can do something they struggle with.

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Pay for the services that compensate for your weaknesses - Just like creating a team and delegating tasks to your people makes sense, sometimes you've simply got to hire someone to help. In many cases, it makes more sense to hire support than to be spread too thin.

If you are in a season where life is changing or overwhelming, it may make sense to hire help until things settle down.

An example could be hiring a nanny or help with housekeeping after a new baby arrives. Another could be hiring an editor or copywriter if you need to generate sales copy for your new product or service.

Even though you may technically know how to do the tasks, it makes more sense to hire assistance rather than do it yourself.

Partner and collaborate with people - Sometimes it makes sense to partner up with people and barter or trade services. Your strengths include specific skill sets that have value.

Finding people who have complimentary skills can offset your weaknesses and save you money when you trade. If you have a startup business or a small budget, it may make sense to trade work with someone else who has more time than money at the moment. Helping each other out is a win/win situation.

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Workbook Exercise- Taking Action on Your Weaknesses

Remembering that some weaknesses should be tackled, while others should be managed and compensated for in other ways, let's take a look at the weaknesses you have listed and create a plan accordingly.

Begin with the first weakness on your list and consider which way you want to handle or manage it. Repeat the process for each weakness on your list. You may want to photocopy or copy and paste the framework in the workbook if you need additional space.

Focus: _____

List the weakness you want to address here

What is the best course of action to address this weakness? Circle one:
Change/Compensate

Remember- changing means to tackle the weakness and overcome it. Compensating means it makes more sense to manage the weakness by delegating, hiring help, or trading skills with someone else.

Based on your answer, apply the method below that makes the most sense.

** If your goal is to change the behavior and morph the weakness into a strength- follow this path. Skip below to the next option if you plan to compensate for the weakness.*

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Workbook Exercise- Taking Action on Your Weaknesses

Steps for Tackling Weaknesses and Making them Strengths

Step 1 - Identify your weaknesses here:

Step 2 - Weigh the benefits of changing (remember the tips and ask yourself if this change is beneficial to your relationships, health, or finances)

Step 3 - Make a plan and commitment here:

Step 4 - Get support (who will you enlist to support you with this change)

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Step 5- Evaluate and modify (Be sure to set up a way to measure your progress and modify the plans you make if they aren't working)

Remember change can be tough and takes time. It takes 21 days to make or break a habit. Be sure to get the support you need and give yourself plenty of time to make these important changes.

** If your goal is to manage the weakness and compensate for it- follow this path.*

We learned that sometimes it's best to compensate for a weakness rather than change it. If your weakness can be better managed by finding a resource answer these questions.

Who on my team is the best person to manage and support me where I am weak?

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Do I need to find someone for my team to do this task? (make a plan if needed)

If I work alone or don't have a team, who or what resource should I find to compensate for my weakness and fill the needs I have? (Take time to research for service providers who offer what you need)

Is there anyone in my sphere of influence that I can barter or trade with for a win/win situation? (make a connection and open up a dialogue to establish a trade or barter.)

Complete this process for each weakness until you have a plan for each one. Begin to implement the plan and be sure to revisit the plan to make sure you are on track and making progress. Head to the conclusion of the eBook to get the final thoughts on how to make the most of your strengths while you improve your weaknesses.

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About the Author



Originally from Harrison, Arkansas. Lana graduated from Ouachita Baptist University with a BA degree in physical education. She worked with many families during the years as a helper and nanny for many children. She has a heart and love for children. She worked as a physical education teacher at Faith Christian School for a year when she moved to Port St. Joe.

After many years of working with children, while living in Port St. Joe, she went back to school and graduated from Kaplan University with her BS degree in information technology and her MS degree in information technology. She also received her PhD in information technology with a specialization in IT education.

Today Lana resides in a small coastal community, loves living by the water and walking on the beach. Her days are centered on her faith, her business www.givingjesus.com and writing her books. Her favorite pastime is coloring and creating her craft projects.

Her favorite quote to live by is "Every strike brings me closer to the next home run" (Babe Ruth).

www.givingjesus.com

Identifying and Maximizing Your Strengths