

ESSENTIALS TWO

Discover Your Real Strengths



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THE CAREER RESET

What Are Your True Strengths & Weaknesses?



Let's talk about strengths and weaknesses a little bit.

And if you're someone who's thinking *'look, I'm already clear on what my strengths are. I've done all sorts of assessments, and Strengths Finder told me I'm a Woo and a Developer ... and I'm a Blue/Red and an INFJ... so I'm all good.'*

My response to that is OK great.

So what do you want?

What do you want in your career and your next job? Or even your current one?

The reason this is a really important module, even if you've done a lot of assessment work already, is because quite often what keeps people stuck in their careers is they don't know what they want.

And the idea of *"I don't know what I want"* encompasses a lot of big challenges.

Sometimes it's code for *"I'm not sure what I'm good at"* or *"I don't know what I like doing or what's important to me"*.

A lot of the time people stay in their current jobs for a while and they lose sight of what makes them special and what they're great at.

They start thinking, *well everyone can do what I do. What special about what I have to offer.* And what do you think people feel when they have thoughts like that? Insecure? Inadequate?

It doesn't matter if other people can do what you do.

Everything you know how to do is relevant.

And it's also about how you do it. Your mindset. How people feel about working with you. The consistency of the results you get. Your ability to be resilient, manage change, etc, etc.

So sometimes *'I don't know what I want'* is code for *'I don't know what I'm good at'* or *'I don't know what I love doing!!'*

People have lost sight of what they love doing and why.

I want to challenge the status quo on what defines a strength and a weakness. And of course, how we think and feel about strengths and weaknesses

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Traditionally, we're told that strengths are things we're good at and weaknesses are the things we're not good at.

And many corporate organizations will tell you that your weaknesses are your *'area of opportunity'*.

Why is that?

Are they afraid of the power of the word 'weakness'? Are we afraid of that word?

Or do they really believe that it's a good return on investment of time and effort to improve a weakness.

Likely, it's all of the above.

There's nothing wrong with not being skilled at everything. Your organization is going to have a long list of desired skill sets for your role, and you don't have to be a super-star at all of them.

No one is.

And more than that, it's about helping your organization get the best return on your effort by maximizing the areas you are strong, and minimizing the areas you are weak.

So what does that mean?

I want to start by throwing out the entire idea that strengths are what you're good at and weaknesses are what you're bad at.

Your strengths are not necessarily things you're good at.

Your weaknesses are not necessarily things you're bad at.

And your weaknesses are not always your area of opportunity... not completely anyways.

So I'd like to offer you a new definition of a strength and a weakness.

A strength is something that makes you feel strong whether you're skilled at it or not. When you do it, you enjoy it. It energizes you, and makes you feel good.

IT DOESN'T FEEL LIKE WORK

The key is when you're doing it, it makes you feel strong. And you don't have to be a pro at something for it to make you feel strong.

I knew a lady who loved to paint. Art is subjective, but I'm going to say that her work was not that skilled. But it made her feel great to do it.

I love running. It feels great. I run slower than my friends and I'm not going to be competing in the Olympics any time soon.

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Should I stop running?

Same with technology. I love figuring it out and coming up with new ways to use it. But I'm no IT expert. And I can't write code. But I actually think I'd be good at it. It aligns with the way my brain currently enjoys working.

Should I consider it a weakness or a strength?

For the purposes of our work here, a strength is something that makes you feel strong whether you're good at it or not.

When you do it, it makes you feel energized, or calm or 'in the flow', motivated, excited, interested.

Got it?

And conversely, a weakness is something that makes you feel weak, whether you're good at it or not.

I can rock a spreadsheet like nobody's business. But please don't ask me to. It feels like a chore. I'm bored and unmotivated just thinking about it.

So if a weakness is something that sucks your energy and makes you feel weaker, then how does it make sense to spend a ton of time on developing a skill that makes you weaker?

It doesn't. Not totally.

Because as you let your energy be sucked up on things that make you weaker, your OVERALL performance begins to suffer ANYWAYS.

Because you're left weaker, more tired.

You can't operate at your best.

However, as you know, you can learn to change a perspective on your weakness. If it's important to you. If YOU choose to have a different result.

And you can do that with the Self-Reset Model

So for instance, if I really needed to work on spreadsheets as part of my business, I could change the focus of why I'm working on them.

Right now, I think it's super detailed drudgery.

But if I really wanted to enjoy doing them, I might reframe how I look at them. Maybe I would look at spreadsheets as a way to track how much money I'm making. Or how many people I'm helping.

Then it gets interesting to me.

Let's make the distinction as to WHY this weakness is making you feel weaker.

Is it because you're scared of *trying* something or *doing* something or *failing* at something?

Or do you really just not enjoy it.

So in the workbook, you're going to get really aware of your strengths and weaknesses, how you feel about them and why.

And I challenge you to get really granular. You're not simply looking for big overarching things like 'I'm a great negotiator'.

You're looking for the actual tasks you're doing.

Talking to my team.

Teaching someone how to do something

Getting up in front of a room and convincing people of an idea

Supporting the other people on my team.

That's the kind of stuff that will give you good insight into what you enjoy doing, what you don't and why.

The Value of Assessments



I want to take a moment to talk about assessments in general. And how they apply to your strengths.

Assessments are a pretty popular thing that many people and companies put a lot of stock into. There are three big personality assessments that most people have interacted with;

Myers Briggs

Myers Briggs is a personality test using personality categories from Carl Jung. You can get a free Myers-Briggs-esque personality assessment at 16personalities.com

Clifton Strengths Assessments

Clifton Strengths Assessment helps you identify your top 5 strengths for \$20 US. If you buy the upgraded package @ \$50 US, you'll get a more detailed report including how you can best use your strengths to successfully integrate into a team, or achieve goals, etc. You can check out all the details at gallup.com/cliftonstrengths

DiSC Personality Test

DiSC colour codes your strengths into quadrants that focus on analytics (Blue), nurturing (Green), creativity (Yellow) and directiveness (Red). They then provide further segmentation and insight based on your percentage of each colour.

You can go to www.everythingdisc.com and find a qualified person to give you the assessment. I believe that Tony Robbins also has his version of a DISC assessment. Totally different thing. I've never done that one, but there is likely good insight there and his is FREE.

Bottom Line: I have a love/hate relationship with assessments

What I like about them is you can get more data points to inspire you to decide on your style.

It's always good to have information.

Each of these assessments are offering you new thoughts and perspectives to consider as part of how you work. And there can be information in there that you hadn't considered before.

What I *don't love* is that people treat them as definitive data.

All of these personality assessments will tell you that once you've done your assessment, your results will rarely change very much. I don't agree

People can always change if they want to.

The other unfortunate thing is you can get labelled in an organization.

So I'm a yellow/red (DiSC) and an ENFP (Myers Briggs). What many people do is they label and speak about you in those terms.

E = extrovert. So if someone saw ENFP, they'd think I'm an extrovert. But that's not telling the whole story because I'm 51% extrovert and 49% introvert.

Everything about my "E" is interpretive and unique to me. There's not one way to think about it.

Similarly, the Yellow/Red means that I'm a creative thinker, but also a directive leader. I actually agree with both of those thoughts. But that's not my whole story.

The danger is a lazy manager will hear I'm a yellow/red, and they may dismiss my ability to be analytical, logical or nurturing when necessary.

So I'll say universally for all assessments, whether they are behavioural assessments or personality assessments, they are great for insight.

They are great data points.

But I believe people can change. I know they can. I see it all the time.

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You can change your story. You can believe and think and feel and do whatever you want to do.

ONLY YOU can decide who you actually are. Only you can apply those insights into what you actually want to do.

No assessment is going to do that for you!

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The Exercises



The Exercises

In these exercises you will start to explore and get clarity around the things that make you feel strong and the things that currently make you feel weak. You'll also explore the 'weaknesses' that you want to reframe into strengths.

This exercise section is designed to help you take small consistent steps forward EVERY DAY. It's laid out in mini exercises so you don't get overwhelmed. That's how our brain develops strong habits and gets comfortable with new behaviours.

Each daily exercise is designed to take you about 10-15 minutes. However, I invite you to take as long as feels right for you. Prioritize the time on your calendar at the beginning of the week to remind you of your daily commitment to yourself.

DAY 1: IDENTIFY SOME STRENGTHS

We'll start with a little warm-up on getting comfortable identifying what makes you feel strong.

LIST ONE THING RIGHT NOW THAT YOU KNOW MAKES YOU FEEL STRONG.

WHAT FEELING DO YOU HAVE WHEN YOU'RE ACTING OUT ON THIS STRENGTH?

WHAT THOUGHTS ARE YOU HAVING THAT DRIVES THAT FEELING? List as many as you can think of.

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LIST ONE THING RIGHT NOW THAT YOU KNOW MAKES YOU FEEL STRONG, EVEN THOUGH YOU'RE NOT THAT SKILLED AT IT.

WHAT FEELING DO YOU HAVE WHEN YOU'RE ACTING OUT ON THIS STRENGTH?

WHAT THOUGHTS ARE YOU HAVING THAT DRIVES THAT FEELING? List as many as you can think of.

DAY 2: IDENTIFY SOME WEAKNESSES

LIST ONE THING THAT MAKES YOU FEEL WEAK.

WHAT FEELING DO YOU HAVE WHEN YOU'RE ACTING OUT ON THIS WEAKNESS?

WHAT THOUGHTS ARE YOU HAVING THAT DRIVES THAT FEELING? List as many as you can think of.

LIST ONE THING RIGHT NOW THAT YOU KNOW MAKES YOU FEEL WEAK, EVEN THOUGH YOU'RE SKILLED AT IT

WHAT FEELING DO YOU HAVE WHEN YOU'RE ACTING OUT ON THIS WEAKNESS?

WHAT THOUGHTS ARE YOU HAVING THAT DRIVES THAT FEELING? List as many as you can think of.

DAY 3: EXPLORING STRENGTHS

WHAT HAVE YOU LOVED DOING ALL YOUR LIFE? Remember you don't have to be totally skilled at it. You may have just really enjoyed doing it.

WHAT IS IT ABOUT THOSE THINGS THAT YOU LOVE? You can get specific about each thing if you like.

WHAT ARE THINGS YOU'VE AVOIDED DOING BECAUSE YOU THOUGHT YOU WEREN'T GOOD AT THEM?

WHICH OF THOSE THINGS COULD BE A BENEFIT TO YOU IF YOU TRIED TO DO THEM.

DAY 5: EXPLORING STRENGTHS

WHAT DO PEOPLE COMPLIMENT YOU ON? WHAT DO YOUR FAMILY/PARENTS/FRIENDS CALL OUT AS YOUR STRENGTHS (but remember, they need to make YOU feel strong too.)

WHAT DO PEOPLE OFTEN ASK FOR YOUR HELP WITH? IT DOESN'T HAVE TO BE AT WORK. CONSIDER ALL PARTS OF YOUR LIFE (you can apply it to work later)

WHAT WOULD YOU DO IF YOU COULD DO ANYTHING? it doesn't have to be a specific career (*but it can be*). Think of things you'd like to do, in general. Things that make you feel good, but you aren't doing regularly.

Ex: You may think you SHOULDN'T do something, or CAN'T do something. Or from a career standpoint, you may think you DON'T KNOW HOW TO MAKE MONEY doing something. Consider all those things as options of things you'd like to do

DAY 6 - 10: SPEND A WEEK IN LOVE

For the next week, be aware of your actions throughout your day. **Make a note of what makes you feel strong and what makes you feel weak.**

Put a > beside the things that make you feel strong, but you're not good at yet.

Put a < beside the things that you're good at but make you feel weak.

DAY 6

Things that make me feel strong.

Things that make me feel weak.

DAY 7

Things that make me feel strong.

Things that make me feel weak.

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DAY 8

Things that make me feel strong.

Things that make me feel weak.

DAY 9

Things that make me feel strong.

Things that make me feel weak.

DAY 10

Things that make me feel strong.

Things that make me feel weak.

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DAY 11: ASSESSMENTS

WHAT STRENGTHS ASSESSMENTS HAVE YOU DONE?

LIST YOUR KEY TAKEAWAYS/INSIGHTS FROM THOSE ASSESSMENTS.

DAY 13: STRATEGIZING

HOW CAN YOU ACTIVATE MORE STRENGTHS IN YOUR CURRENT JOB?

WHICH STRENGTHS OFFER A BIG OPPORTUNITY IF YOU FOCUSED ON DEVELOPING THEM? Remember that you can also develop something your already skilled at.

PICK A FEW AREAS TO PRIORITIZE YOUR FOCUS... WHERE WOULD YOU START?
