

Career Progression and Development **– how to flip perceived weaknesses into strengths**

The story to set the scene:

For one job application many years ago, I was asked to state what about the position I thought I would enjoy. Then to list my weaknesses as well as strengths both re qualities and skills.

What a challenge. The challenge for me as a someone who has a positive perspective was dealing with the weaknesses. Below you can discover what I submitted. The weaknesses were flipped into strengths.

If you were asked to list your weaknesses would you simply list them OR would you accept the challenge to discover how creatively you could be to flip them into strengths?

To enjoy what I do in:

- a progressive, positive work environment that is challenging, exciting, stimulating; where there is trust, mutual respect, acknowledgement, so that I can develop my skills, knowledge, experience and ability in a different context thus broadening my work horizons
- to make a real contribution to people's working lives and help them achieve their goals

My vision is to work with committed, focused, confident, lively people who are as passionate and positive about what they do as I am.

People who generously make a lively contribution to their colleagues and share a good sense of humour.

Within this context I would have satisfaction from knowing that reciprocally my contribution would have advanced the organisation and enhanced its operation as well as benefitted my colleagues.

WEAKNESSES

Propensity to perfectionism

- able to recognise this and aim to achieve the best I can within time, budget and priorities
- A more sensible alternative to perfection is excellence.

Occasionally overcommits

- which is kept in perspective/under control by good time management
- These skills are revised regularly and reset when appropriate.

Higher than average standards and expectations

- of self and others which result in
- possibility of stretching beyond capability; preferring to do things myself, as adequate is not good enough.

- These are dealt with by analysing how people work best, being clear and delegating effectively. And taking on the concepts of 'enough' and 'good enough'.

Procrastination

- an indicator that what I am doing or being asked / expected to do doesn't spark joy
- or that the decision for example is being rushed and needs more thinking time
- This is acted on either by flipping my perception of the task from negative to positive or questioning whether it is relevant or seeking another perspective or activating pause, reflect, rethink, reboot.

STRENGTHS

Qualities

- Strives for quality
- Actively seeks and thrives on accountability/responsibility
- Committed, dedicated, ambitious, determined, persistent
- A natural leader who relishes leadership, nevertheless is a good team player
- Empathy, tolerance, honesty, flexibility, patience
- Good sense of humour
- High level of enjoyment
- Perceptive, open-minded, curious, relatable, consistent
- Contributes generously
- Believes in people's potential and achievement
- Clear thinker
- Capacity for hard work
- Self-motivated, self-reliant
- Self-evaluating - where everything is a learning opportunity with both success and failure presenting lessons as to how to improve and move on

Skills

- To give acknowledgment/praise within effective feedback
- A teacher and presenter
- Networker of ideas and people
- Ability to work in partnership building on ideas, strengths of team and project
- To create stimulating, safe environments
- To trust and delegate properly
- Pacesetter
- Motivating others to do their best for the team and themselves
- Results orientated - completer finisher as well as initiator
- Proven ability to transfer skills between disciplines and industry sectors
- Holistic approach - looks at the whole situation and analyses real wants and needs
- Quality communicator/effective listener
- Able to take instruction well
- Analyses and researches thoroughly
- Reflects back to people their views, challenges, concerns, qualities and strengths to enable them to recognise their learning and take ownership of their development and progress
- Forward plans then works in the present