

How to Turn Your Weaknesses Into Strengths

By Dave Kerpen

We all have weaknesses, and we tend to try to work on eliminating them - on changing ourselves in order to become better. But change is difficult- very difficult. What if instead of trying to eliminate our weaknesses, we embraced them for what they were?

Several months ago, my friend Ben Rosner, CEO of e-home and a fellow member of Entrepreneur's Organization, led an activity on weaknesses and strengths with my EO Forum group, based on the excellent Freak Factor manifesto by David Rendall. I found the activity to be so insightful and inspiring, I did the activity with my team at Likeable Local- and then with our team at Likeable Media. I thought I'd share it with you here as well:

Think about your biggest weaknesses at work and in life. What qualities are you most unhappy about? Of the following list of 16 typical weaknesses, look carefully and choose the three that resonate most with you:

- 1) Disorganized
- 2) Inflexible
- 3) Stubborn
- 4) Inconsistent
- 5) Obnoxious
- 6) Emotionless
- 7) Shy
- 8) Irresponsible
- 9) Boring
- 10) Unrealistic
- 11) Negative
- 12) Intimidating
- 13) Weak
- 14) Arrogant
- 15) Indecisive
- 16) Impatient

Got your three biggest weaknesses? Great. (Don't be too depressed, the rest of this activity is more fun). Next, look at the below list, find the same three weaknesses, and look at the traits to the right of each of your three biggest weaknesses:

- 1) Disorganized ---> Creative
- 2) Inflexible ---> Organized
- 3) Stubborn ---> Dedicated
- 4) Inconsistent ---> Flexible
- 5) Obnoxious ---> Enthusiastic
- 6) Emotionless ---> Calm
- 7) Shy ---> Reflective
- 8) Irresponsible ---> Adventurous
- 9) Boring ---> Responsible
- 10) Unrealistic ---> Positive
- 11) Negative ---> Realistic
- 12) Intimidating ---> Assertive
- 13) Weak ---> Humble
- 14) Arrogant ---> Self-Confident
- 15) Indecisive ---> Patient
- 16) Impatient ---> Passionate

The three qualities to the right of your three weaknesses are all strengths.

Hidden in your weaknesses are your strengths.

Every weakness has a corresponding strength.

The idea here is simple: Instead of trying to change your weaknesses, accept them.

Now it's your turn. Did this activity resonate with you? Were the strengths corresponding with your weaknesses accurate? What are your greatest weaknesses - and strengths? What are the takeaways for you at work and in life?