



Helping Leaders, Individuals and Teams

Learn,  
Communicate &  
Connect

**KCS**

Kacik Consulting Services, LLC

## Embracing Your Weaknesses – A Building Block of Highly Successful Teams



### “Weaknesses” –

It's that ugly word we shy away from using  
and when it comes to thinking about our  
weaknesses, *we either try not to think about  
them or work diligently to overcome them.*

Overcoming our weaknesses by learning, accepting



For those of you who read last month's newsletter article about etiquette with material graciously granted from **The Emily Post Institute**, you might appreciate seeing the article about Emily's great great grandchildren, Lizzie Post and Daniel Post Senning featured in the special holiday issue of Yankee magazine that was just published (Nov/Dec 2019). Lizzie and Daniel now run the Emily Post Institute. They live here in Vermont where I reside.

**YANKEE ARTICLE**  
[Modern Etiquette](#)

assignments that stretch us outside our comfort zone and help us develop new skills is a good thing! Doing so leads to self-development and self-awareness and ultimately career growth. So I advocate for working to overcome weaknesses that hold you back and are areas of growth for you.

Today, though, I'd like to offer another way to think about "some" weaknesses. I say "some" because I don't want what I am about to say to be an excuse to avoid your professional development!

When we have done our best to grow through and past our weaknesses, there will still be "some" things you're just not the best at – or you can do it and do it well, but maybe it takes you a long time, or you really just don't enjoy that part of the work. **However, what may be slow going for you or something you don't like doing, may be what invigorates someone else and something they do with ease.**

I often talk about this when I'm working with teams who want to perform at even higher levels. One of the ways teams can accomplish this is with some often-ignored, low-hanging fruit (meaning easy to grab hold of without much effort). The fruit, to which I refer, is to increase your productivity, team spirit and synergy by getting the right person doing the right thing. That doesn't mean switching jobs, but sometimes merely switching tasks so that each person is working on that which is one of their strengths.

I ask team members to do two things when I work with them. **First, be honest with yourself and identify areas that are not your strengths, for whatever reason, as I have just described. Next, think about the parts of your job you're good at or that you particularly enjoy. Everyone brings specific and varied values to their team. Share both the things that are not your strength or your sweet spot, and the things where you really excel. When teams share these things, I also asked them to think about how they can use their strengths to help the team.**



**TO SHARE YOUR  
WEAKNESS IS TO  
MAKE YOURSELF  
VULNERABLE  
TO MAKE  
YOURSELF  
VULNERABLE IS  
TO SHOW YOUR  
STRENGTH**

CRISSI JAMI

Your Language

✓ **ADMITTING  
YOUR WEAKNESSES  
DOES NOT DIMINISH  
YOUR STRENGTHS:  
IT SHOWS  
YOUR COURAGE**

ERIN ANDREWS

**I think the reason we're  
successful is that we  
complement each  
others' strengths and  
weaknesses.**

QUOTEHD.COM

Sarah Patterson

**STRENGTHENING YOUR  
STRENGTHS WILL LEAD TO  
GREATER FULFILLMENT THAN  
STRENGTHENING YOUR  
WEAKNESSES.**

BRETT BLUMENTHAL

It may sound uncomfortable to do this; I understand. So why do it? This exercise breaks down barriers, builds team trust and camaraderie and improves team performance. When teams embrace each others' strengths and weaknesses, they find those sweet spots of who can or should be doing what pieces, because each person has things they can do better, faster, or with more enjoyment than others. Doesn't it make sense and wouldn't it be more efficient, lead to higher productivity and overall team satisfaction for someone else to take that piece that's one of your weaknesses, while you bring one of your strengths to fill an area where that other person may be weak? Even if you don't switch tasks, by knowing who is strong in what area, you know who to go to when you want to learn or are looking for shortcuts or best practices to make it easier for you or to improve your skill in that area.

I worked on such a team for many years. That's exactly how we operated. One of my colleagues hated doing salary schedules and calculations and I hated pulling case law for the arbitration cases I was presenting. So, I did all his salary schedules and he did all my legal research. Win win! It took us both less time than if we each did our own, and it was probably done with better quality. Also, our clients were happy with the results and we both had more time left over to devote to other client services.

Here are some examples of things I've heard team members share in a group:

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## Speaking Topics

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**Is your organization looking for a professional development speaker, a webinar or a workshop?**

***Here are a few of my speaking topics:***

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**Everything is Negotiable - Do It Skillfully**

**Handle Difficult Conversations with Confidence**

**Position Yourself for Career Growth**

**Coaching & Mentoring Skills for Leaders**

**Quick-Start Your New Leadership Role**

**Managing the People Side of Change**

**Managing "Up" - Working Effectively with Superiors**

**Enhance Your Time Management**

**Stress is an Inside Job**

**Results Through Goal-Setting and Feedback (A series)**

STRENGTHS	WEAKNESSES
I'm really good at scheduling and willing to help any of you on that issue so your scheduling will work and be easier for you.	I need quiet time to focus, so when I close my door, please don't take offense. And if you need me, just knock.
I'm a really good listener and I'm good at helping people get perspective and regroup or just provide support when you're really stressed. Come see me.	I get overwhelmed with competing priorities and lose my focus. You all can support me by helping me take one thing at a time and stay focused on that.
I'm really quick at diagnosing technical issues with our equipment. If you're with a client who's having equipment problems and you get stuck, call me. I can probably help you over the phone.	Sometimes I can get lost in the weeds and can get nit-picky. Sometimes I need patience to get my questions answered. Other times I can get into weeds that really don't even matter. If you see me doing that, help me see the bigger picture and give me a hand up out of the weeds.
My strength is seeing the positives in change initiatives and communicating them in ways that help others move forward with clear goals and strategies to manage the change.	I get very focused on tasks. I care very much about all of you and your needs, but sometimes I just don't pull my head up out of my task long enough to notice or pay attention to your needs, but it's not because I don't care. So please understand I do care and feel free to tell me what you need or point out others' needs to me.

So, the next time you cringe at sharing weaknesses with a fellow team member, think about sharing how they can support you and what you bring that you are willing to share with others on the team. Give each other a helping hand up! When an entire team focuses on their strengths and giving freely to others from those strengths, there is abundance for the team's success.



Turn your team's weaknesses into strengths,

## Conflict Series

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- Personal Career Coaching
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- Executive Coaching

### KCS Consulting Services:

- Leadership Development
- Team Development
- Customized Training and Facilitation
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