



Find your inner executive

'It is never too late to be who you might have been.' George Eliot.

Start by putting aside the factors that inhibit or block the real you showing his or her self.

What is the benefit in doing this?

Everyone is uniquely talented. However, we have all been brought up in a society that identifies good as the opposite of bad, strengths as the opposite of weakness. In doing this, we tend to focus on the bad and the weakness. When looking to increase our performance we tend to concentrate on our weaknesses to make us more successful. I wonder how many of us have been to an appraisal had our strengths ticked off? Had our weaknesses identified with the emphasis on key development areas? Left the appraisal with a plan of how to develop our weaknesses rather than our strengths? Are we trying to fit a round peg into a square hole? This is a topsy turvy logic.

In this process our strengths are secondary to our weaknesses. We have forgotten somewhere along the line that our strengths are the things that if worked on could make us brilliant. Instead we try and make ourselves into something that we are not by working on our weaknesses. We look at what we think we should be doing and how we should be behaving at work, rather than actually being who we really are.

Of course, we all need to know what our weaknesses are and how to limit them, but decide today not to focus on them. Instead develop your natural strengths and potential.

The Gallup Organisation have done extensive research into some of the most successful careers around the world. They identified key factors that have made this success possible. They found three very interesting nuggets that you can choose to use to your advantage.

Firstly, out of all the identified top performing careers each person was doing a role they loved and that utilised their strengths. Secondly, they all were able to list there key strengths and had made conscious decisions to develop them and blatantly use them to their advantage. Thirdly, none of them had actively worked on their areas of weakness.

So what are your strengths and how can you use them to your advantage? You do not need to do a psychometric test to find them out. After all, no one knows you better than you!

Set some time aside and ask yourself. What do I love doing? Look at what you do in and out of work. What comes naturally to you? What skills do you take for granted or under value? What are you passionate about? On projects or ventures that have gone exceptionally well, what skills were you using? Look over times in your life when things were going brilliantly, what contributed to that success? How would you describe yourself – what identifies you as you?

When you have a list of skills that you are happy with, now think of the benefits of those skills and how you can develop them and use them to your advantage. What could you do differently that would put them to the forefront? If you do not use them enough or do not value them enough, start doing it now!

Be who you were born to be and use, develop and unashamedly celebrate your skills. Shout about them, forget false modesty, it is seriously over rated and will not get you the promotion, pay rise, career, car, house or life that you want!

Stop focusing on what you are not and start to focus on what you are. When you can do this you are well on the way to finding the inner executive.