



When Strengths Become Our Weakness

A Common Notion Sheds Light on Workplace Performance

"A person's strengths can become their biggest weakness."

You have probably heard this phrase used in many different situations, and its truth is often seen in our daily lives. You might know someone who has a great sense of urgency, but is just too impatient at times. Maybe they have road rage or refuse to stand in long lines. Or, someone with a great sense of security in life, but becomes overly possessive. Perhaps they have a hard time trusting someone else to take care of their children.



Have you wondered how this applies in the workforce?

Often times a strength in employees or applicants will determine their success. For example, an outside salesman may be very good at understanding the product and keeping up-to-date on research, competition and statistics, which is very important to sales success. However, if their drive to obtain that knowledge keeps them in front of the computer and not in the field making the sale, they have let their strength become their biggest weakness. What good is all that product knowledge if they don't use it to make a sale?

According to the 2007/2008 Global Strategic Rewards research report,

40%
of Employees Cited Stress as the Primary Reason to Leave the Job



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Identifying Our Weakness

How to Prevent an Overextension of Our Strengths

Optimizing the strengths of your employees is a goal of every leader, manager and business owner. Ensuring your employees are contributing the best of their abilities is a key to superior performance, but how can you be certain an overextension of their strengths does not get in the way?



By understanding your employee's strengths, you can easily determine which areas need to be closely monitored and kept in balance. This will help your employees develop an understanding of their unique qualities and learn to leverage them in the right situations, yet contain their behavior when under stress. Perhaps someone is very good at accomplishing goals quickly by making fast decisions and delegating many tasks. This can be very effective but can be problematic if taken to an extreme. Under stress, this strength can also cause them to act on impulse rather than thinking things through, or bark orders rather than delegating tasks. They might get the job done, but it probably wouldn't be done right.

TTI's validated assessment products hold the key to understanding both the behavioral strengths and personal motivators that drive us to take action. With an understanding and appreciation of the "how" and "why" of our actions, we can identify our own strengths before they undermine us.

Don't Let Strengths Get in the Way of Success...

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