

Play to your strengths

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We may have more to gain by developing our strengths rather than trying to work on our weaknesses. In this article, the authors introduce the Reflected Best Self (RBS) exercise to help us develop a good sense of what we are really good at. The first task in this exercise is to collect feedback from a variety of people in and outside work.

Once we have collected the feedback, we must reflect and add our own observations and recognize patterns and common themes.

The third step is to write a description about ourselves that summarizes and distills the information we have collected. This description will continue to remind us about our previous contributions, making us feel good and also serve as a guide for future action.

The fourth step is to redesign our job making small changes in the way we work, in the composition of our team, and the way we spend our time.

Most jobs have some flexibility in all these three areas. So, there is usually some scope to redesign our job so that we can utilize our strengths better. But when such redesign is difficult or impossible, we must look for new roles inside and outside the organization.

Knowing our strengths also makes us aware of our weaknesses and helps us to be more proactive and better equipped at dealing with them. RBS makes us well placed to use our strengths better both in our current and future roles.