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When Your Flaws Need Fixing

While it's fine to play to your strengths, don't ignore your flaws.

By Libby Gill

During a recent telephone session, one of my coaching clients, a sales executive I'll call Sandra, admitted that she wasn't good at handling logistical details.

The bad news was that Sandra had ignored the problem, hoping it would somehow magically resolve itself. The good news was that, thanks to recently surviving the administrative equivalent of a mid-air collision, Sandra had decided it was high time to deal with her details.

Maybe, like Sandra, it's time for you to start making positive changes toward correcting your flaws. And if you can't put your finger on any of your more glaring shortcomings, just ask around. I'm sure your co-workers, friends or family will be happy to help you identify them. Then, try this:

Write down your five most destructive or limiting flaws. They might include lack of focus or confidence, arrogance or chronic tardiness. Decide if you want to:

- a. Change the flaw, which means you're willing and able to make constructive corrections
- b. Compensate for the flaw by learning to work around it
- c. Stop beating yourself up and simply accept the flaw as part of you.

Next, write change, compensate or accept next to each of your faults. Pick a flaw you labeled change or compensate. Determine three specific actions you can take that will help you change your behavior with regard to that flaw.

For example, after Sandra decided to **change** her flaw, she chose to:

- Reorganize her workspace and upgrade her technology to handle information flow more efficiently.
- Delegate more status reports and paperwork to subordinates.

- Recruit her administrative assistant for daily accountability to make sure Sandra was managing details or delegating them in a timely fashion.

For Sandra, coming up with specific actions took a formless problem – a tsunami of paperwork – and put some structure around taming it. Adding three measurable steps and bringing someone else into the process gave her new behaviors as well as some accountability factors so she wouldn't backslide.

Finally, if you feel that your flaws are inescapable parts of your being, try cutting yourself some slack and just accepting them. Perhaps you'll begin to see your faults as charming quirks. Now, if you could only get others to see them that way.

*Libby Gill is an executive coach, leadership expert, and international speaker. She is the former head of communications and PR for Sony, Universal, and Turner Broadcasting. Author of award-winning **You Unstuck: Mastering the New Rules of Risk-taking in Work and Life**. Her new book, **Hope IS a Strategy: Leading Through Change, Challenge, and Chaos** will be published in Spring 2018. You can learn more about Libby's work at www.LibbyGill.com or take her career assessment at <http://www.YourCareerQuiz.com>.*

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