

# Manage Behaviors That Don't Come Naturally to You

We all need to accomplish tasks that don't necessarily use our greatest talents. Many times, our to-do list includes tasks we dislike — and maybe some that we dread. How we work through these challenges depends on our ability to manage the situation.

---

## Strategies to Help You Manage Areas of Weakness

- 1 Claim them.** Know your weaknesses and how they get in your way.
  - No one is good at everything. We all have sharp peaks of strength and deep valleys of weakness.
  - Once you are aware of and accept your areas of weakness, you can start to manage them.
  - CliftonStrengths gives you a language to help you talk about areas of strength and areas of difficulty.
- 2 Apply one of your CliftonStrengths.** Use one of your strongest CliftonStrengths themes to achieve a better outcome.
  - As you learn more about your talents, you become more conscious of your potential and how you can do more of the things that you do best to succeed.
  - By applying your natural tendencies in productive ways unique to you, you can get to the outcome that is right for you.
- 3 Minimize the effect.** If you can, avoid working in areas of weakness. If you can't, develop a support system, process or strategy.
  - A support system does for you what you can't do for yourself — or it can help you get better at doing something you are already good at.
  - Support systems can come in the form of technology, work structure and even purposeful habits.
  - Other people can be one of the best support systems of all.
- 4 Collaborate.** Find others with complementary talents and ask them for help, for support or to partner with you.
  - Collaborate with someone strong in an area where you are not.
  - Collaborate with someone who can help you strengthen an area where you are already strong.
- 5 Just do it.** Lean in and do your best.
  - Negotiate a standard to just get it done.
  - Focus on the outcomes, not the steps. Find your best way to get there.