

# WEAKNESS TO STRENGTH

HIRING FOR YOUR WEAKNESSES

LEADERSHIP TIP



## 2 Types of Weaknesses

### Competency

Something you don't know how to do or cannot do well is a weakness.

Examples: Can't sing, can't write, can't draw, not gifted in administration

Solution: Hire people who can do what you can't.

It only remains a weakness if you don't find a way to leverage it into a strength, hire for weaknesses with the right person. You are looking for Character, Chemistry, and Competence in the area of lack. Be careful, competence without Character and Chemistry could be a disaster, choose wisely.

### Time

Something you can do, but don't have the time to do well or at all.

Examples: Writing content, sending communications, leading teams, handling finances

Solution: Hire people who can do what you can do, but have the time to do it.

This one is harder. Recognizing you need something done and you are capable is one thing. Understanding you don't have the time to make it work is another. Be honest with yourself. Find the things only YOU can do, then delegate out the important tasks that can be trusted to others on your team



*Don't let weaknesses scare you. Understand them, harness them correctly, and reap the benefits of a strong team.*