

Do What You Do Best

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Wouldn't your life be amazing if you could spend all of your time doing things that you like and are good at, and none of your time doing things you don't like and are not good at? Hasn't everyone dreamed about a job that's so much fun they look forward to going to work each day?

No one can promise you a dream job because even jobs we like sometimes have unpleasant aspects to them. But management experts agree that one of the key things that make successful people successful is their ability to identify their own strengths and capitalize on them. In addition, great leaders are able to identify the strengths of the people around them and capitalize on those strengths as well.

The one thing that all great managers know about managing is this: Discover what is unique about each person and capitalize on it. – Marcus Buckingham

But how do you actually do this? How do you organize your job so that you can do what you do best and not do the other things?

The first step is an honest assessment of yourself. What do you do well? And we mean REALLY well, not just ok. What are the things that you just LOVE doing and wish you could do all day long?

This part is relatively easy. Just remember that it should be a short list, not a long one. This is not the time to think of yourself as a Renaissance Man (or Renaissance Woman) but, instead, to focus on those very few things that you really enjoy. Don't let your pride get in your way. Instead, focus on how much you are going to enjoy your work after you've rearranged things.

Take this small list and spend some time thinking about how you can do more things that utilize these special talents. It might even involve volunteering for projects normally not assigned to you.

Next, clearly identify what you don't do well. Be honest with yourself here. After all, you are now identifying things that you don't do well, don't enjoy doing, and maybe should not be doing at all.

Finally, take an honest look at the people on your team. What are their strengths? What do they do well? What do they not do well? What do they enjoy doing?

Now it is time to synchronize your lists. Look at what you don't do well and find someone on your team who DOES do that well. Do the same thing with the rest of your team. Let everyone do what they do best and your team will be happy and productive.

Does this approach differ from what you are told by your HR reps? Maybe, but study after study has shown that people are more effective and more engaged when utilizing and building their strengths, rather than spending time focusing on what they don't do well and don't like to do.

Shouldn't this apply to you and your team as well?

An engaged and energized workforce leads to higher productivity, reduced costs, improved customer service, and increased profitability. Employee engagement happens when your Corporate Culture, Leadership Style, and Employee Expectations are in synch.

The Fusion Program from ECI Learning Systems is designed to align these 3 concepts in your organization – engaging your employees and creating positive energy that will propel your company to new heights.

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