

# Time Mastery: How to Build on Strengths to Accelerate Results

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*Adapted from the book: The Talent Advantage by Dr. Alan Weiss and Dr. Nancy MacKay, published by Wiley.*

*Success is about getting what you want out of life. Building on strengths is the path to fulfillment and achievement in life. Fostering a culture of building on strengths is the path to accelerating performance.*

Research from the Gallup Organization shows that:

- 87% believe that fixing weaknesses is the best way to accelerate performance
- Only 17% of the workforce believe they use all of their strengths on the job
- Only 20% spend most time on strengths during performance reviews

The following three strategies will help you build on strengths to accelerate performance.

## **1. Identify your strengths.**

- Strengths Finder (e.g., Achiever, Relator, Learner, Self-assurance, WOO) (Strengths Based Leadership by Tom Rath and Barry Conchie)
- Emotional Intelligence is a 26% predictor of job performance (self awareness, interpersonal, stress, adaptability, mood)

## **2. Rate your top 30 activities.**

List your top 30 work-related activities. For each activity, assess your ability to do each one based on the descriptions below:

- Masterful: extraordinary ability; passion; gives you energy
- Excellent: superior ability; no real sense of passion
- Competent: adequate ability; boredom; little improvement in performance over time
- Incompetent: inadequate ability; failure; stressful

## **3. Delegate your competent and incompetent activities.**

Spend 80% of your time in areas of mastery and excellence to achieve extraordinary results.

