Strengths and Weaknesses Inventory

Just like the hero in a science fiction and fantasy novel who is suddenly gifted with a new power, we often don’t know how to control our own strength(s). This can result in hurt feelings or bad experiences or other events that cause us to put our true gift away in a box and pretend that it no longer exists.

But this gift was given to you to share with the world. It wasn’t meant to be kept small and hidden. The trick, then, is to rediscover the extent of what your gift really is. One way to do this is to take inventory of how you currently view your personal strengths and weaknesses.

Strengths are those things that you perceive to be good things, characteristics or traits, or habits that you see as benefiting those around you or yourself directly.

Our weaknesses, on the other hand, are those things that we see as having no positive benefit – things that we must work hard at not letting get out of hand for fear that people will get hurt (or there will be other negative consequences) or things that we think we need to change about ourselves.

Or in other words, our “weaknesses” often hide our gifts that we have yet to control or figure out how to use correctly!

Take a Strength and Weakness Inventory

In this exercise, you’ll be taking a close look at both your strengths and weaknesses as you see them now.

1. Make a list of your strengths in the space below. Include your skills as well as elements of your personality.
2. Make a list of your weaknesses on the left hand side in the table below.

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2. Weaknesses are not always what they seem. In our life, we have often been put in situations where we have had to adapt our personality or innate characteristics to fit the organization in which we have found ourselves. This can sometimes result an internal message that how we are naturally is wrong and as a result, we try to change. Or at the very least… hide who we really are.

Now go back to your list of weaknesses and in the right hand column, write down a situation in which your weakness might actually be considered a strength.

Look on the next page for some examples.
Weakness | Situation where the weakness would be a strength
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Bossy | Emergency situations where someone has to take charge or people will die. Think Emergency Rooms and EMTs.
Disregard for hierarchy/authority | Idea generation inside an organization. Some of the best ideas come from the people on the front lines of an organization, but often management doesn’t take them seriously because the people behind the ideas aren’t “important enough.”
Difficulty delegating | Single person projects that can be owned from start to finish. Difficulty delegating often is a result of a sense of deep personal responsibility for the results, which leads to consistent quality work.

3. **Looking at your list of weaknesses now, can you identify an incident or message that caused you to view these natural characteristics as weaknesses?**

Use the space below to note your insights or observations.