



APPLICATION GUIDE – MAY 2017

“Doing What Only You Can Do,” Part 1

BOTTOM LINE:

There are many things you *can* do, but you have to narrow it down to what *only you* can do.

KEY TAKEAWAYS:

- The less you do, the more you accomplish and the more you enable others to accomplish.
- There are two myths in leadership:
 - Good leaders are good at everything.
 - Good leaders focus on their weaknesses in order to make them strengths.
- Leaders should focus their time on their core competencies.
 - The value you bring to the organization lies in your giftedness, not in the number of hours you work.
 - It is natural and necessary for leaders to try to “prove themselves” by doing everything, but this can ultimately limit your effectiveness as a leader.
 - Lean into your strengths and delegate your weaknesses.
- There are three main reasons that leaders fail to focus on doing what only they can do:
 - Leaders buy into the myth of being “well-rounded.”
 - Leaders forget to distinguish between their authority and their competencies.
 - Leaders aren’t able to distinguish between their competencies and their non-competencies because they believe that to admit weakness is to diminish their effectiveness.
- When we delegate what we’re not good at to the right person, we give another leader in our organization an opportunity to shine. One person’s weakness is another person’s opportunity.

QUESTIONS FOR REFLECTION OR TEAM DISCUSSION:

1. What weaknesses do you need to accept in order to shift your focus to your strengths?
2. What is one task you hold on to but are not good at that you could hand to someone?
3. In your organization and personal life, what is the *one* thing *only you* can do?