



REINVENTION TOOLS FOR FORWARD AFTER 50



REBECCA RONANE

ABOUT ME



REBECCA RONANE

Author of *Forward After 50*, *The Rising Reinventors*, Rebecca lives in the sunny south of France with her French Dutchman and dog Myrtle. She describes herself as having an endless curiosity for life, being a perpetual learner and explorer, of both places and things. She says, “Everything I've ever done has been a new adventure. I thrive on a challenge.”

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Personal Weakness Zapper

BACKGROUND: This coaching exercise was inspired by the book, "Now Discover Your Strengths" by Marcus Buckingham, who suggests the five strategies below for overcoming your weaknesses. Buckingham argues that we would be more successful if we focus on our strengths instead of our weaknesses and I couldn't agree more. However, many of us still have to deal with performance - or 360 reviews - and our own inner critic. Use this exercise to help you constructively 'zap' your weaknesses!

Instructions

- Below are 5 strategies to help you manage your weaknesses. Read through them and consider which work for you.
- Then complete the table below – coming up with at least one strategy and action for each weakness.
- And remember, it's only a weakness if it gets in the way of something you want to do.

Your 5 Weakness-Zapping Strategies:

1. **LOWER YOUR STANDARDS.** Stop expecting so much of yourself. If you really need to - get a LITTLE better at it and choose to be happy with that.
2. **Design a SUPPORT SYSTEM.** Simply create a personal process or system that helps you manage your weakness.
3. **OVERWHELM** the weakness. Be SO GOOD at something else that it simply doesn't matter.
4. Find a **PARTNER.** Think of someone who loves doing what you don't, and where you love doing something they don't - and **SWAP.** Or pay someone to do it for you.
5. Just **STOP DOING IT!** Why try so hard to be better at something you're not good at when you could spend your time using a strength, learning something new or simply having fun?



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The 3 Weaknesses (or things about myself that I DISLIKE the most are:	What strategies and actions could I apply here? Using the 5 strategies above, come up with at least one strategy and one action.
1.	Strategy/ies: Action/s:
2.....	Strategy/ies: Action/s:
3.....	Strategy/ies: Action/s:

If you haven't already done so, read my book *Forward After 50, The Rising Reinventors*; you'll find many tips there that will help you on your journey of reinvention.



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