



**“My attitude is that if you push me towards something that you think is a weakness, then I will turn that perceived weakness into a strength.”**

**- Michael Jordan**

Talmud Bavli Shabbos 156a	תלמוד בבלי מסכת שבת דף קנו עמוד א
He who is born under Mars will be a shedder of blood. R. Ashi observed: Either a surgeon, a thief, a slaughterer, or a circumciser.	האי מאן דבמאדים יהי גבר אשיר דמא. אמר רבי אשי: אי אומנא, אי גנבא, אי טבחא, אי מוהלא

## How to Turn Your Weaknesses into Strengths

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We all have weaknesses, and we tend to try to work on eliminating them - on changing ourselves in order to become better. But change is difficult- very difficult. What if instead of trying to eliminate our weaknesses, we embraced them for what they were?

Think about your biggest weaknesses at work and in life. What qualities are you most unhappy about? Of the following list of 16 typical weaknesses, look carefully and choose the three that resonate most with you:

- |                 |                  |                  |                |
|-----------------|------------------|------------------|----------------|
| 1) Disorganized | 5) Obnoxious     | 9) Boring        | 13) Weak       |
| 2) Inflexible   | 6) Emotionless   | 10) Unrealistic  | 14) Arrogant   |
| 3) Stubborn     | 7) Shy           | 11) Negative     | 15) Indecisive |
| 4) Inconsistent | 8) Irresponsible | 12) Intimidating | 16) Impatient  |

Got your three biggest weaknesses? Great. (Don't be too depressed, the rest of this activity is more fun). Next, look at the list below, find the same three weaknesses, and look at the traits to the right of each of your three biggest weaknesses:

- |                                   |                                  |
|-----------------------------------|----------------------------------|
| 1) Disorganized ---> Creative     | 9) Boring ---> Responsible       |
| 2) Inflexible ---> Organized      | 10) Unrealistic ---> Positive    |
| 3) Stubborn ---> Dedicated        | 11) Negative ---> Realistic      |
| 4) Inconsistent ---> Flexible     | 12) Intimidating ---> Assertive  |
| 5) Obnoxious ---> Enthusiastic    | 13) Weak ---> Humble             |
| 6) Emotionless ---> Calm          | 14) Arrogant ---> Self-Confident |
| 7) Shy ---> Reflective            | 15) Indecisive ---> Patient      |
| 8) Irresponsible ---> Adventurous | 16) Impatient ---> Passionate    |

The three qualities to the right of your three weaknesses are all strengths.

Hidden in your weaknesses are your strengths. Every weakness has a corresponding strength. The idea here is simple: Instead of trying to change your weaknesses, accept them. Don't try to fix them - it's too difficult. Instead, be sure to leverage your associated strengths. You can look to colleagues, direct reports, and even supervisors to fill in the gaps where you are weakest. Don't be afraid to ask people for help- they can add value where you are weaker. But be sure to embrace your strengths, and build upon them. After all, your strengths (even those disguised as weaknesses) - will get you far in your career, and in life.

Emes L'Yaakov- Rav Yaakov Kamenetsky	אמת ליעקב ע' פ"מט
<p>Yaakov says to his son, gather together and I will tell you that which will happen at the end of days. Why did Yaakov want to bless all the tribes together, why didn't he call in all of them separately and individually? This was Yaakov's intention to show each of his children that each of them has a separate and unique trait different from each other. And we learn something additional, which is that each of the tribes was standing opposite Yaakov when he spoke with them because it was on him that he needed to understand and to know that even though his purpose was vital and crucial to the upkeep of the nation, nevertheless the existence of the Jewish nation was not only resting on his shoulders, rather he is a partner with Hashem and his other brothers. Yaakov divided the responsibility of the upkeep of the Jewish people between all the tribes this way so that no tribe should come and complain that the other's portion is more worthy, and without his portion we could not survive. However, it would not be bad if there was a difference in mindset between the tribes, for the definition of peace is not that everyone needs to agree with each other's opinions, rather it is just the opposite, and argument for the sake of heaven will last in the end. Therefore in truth Yaakov designated for each tribe his unique portion, for each one had his unique portion in his service of Hashem</p>	<p>בברכת יעקב לבניו בפ' ויחי (ע' פ"מט) אמר האספו ואגידה לכם וכו' וצ"ע למה יעקב רצה לברך כל השבטים ביחד ה"ל לקרא כל א' בפני עצמו וביחוד אלא נר' לומר שזה דוקא הוי התכלית שיעקב רצה להראות לכל א' מבניו שכל אחד מהם יש ברכה מיוחדת וכה מיוחד השונה מחברו. וז"ל שם: ואמנם היה בזה גם לימוד נוסף. כל אחד מהשבטים היה נוכח בשעה שדיבר יעקב עמהם משום שעליו היה להבין ולדעת שאע"פ שתפקידו חשוב ונחוץ לקיום האומה מכל מקום קיומה של היהדות לא מוטל על שכמו לבד, שותף הוא בעבודת השי"ת ביחד עם שאר אחיו. יעקב אבינו חילק את האחריות לקיום העם בין כל השבטים כך ששום שבט לא יוכל לבוא ולטעון שחלקי הוא היותר חשוב ומבלעדו אי אפשר לנו להתקיים. ואמנם אין כל רע אם יהיו חילוקי דעות בין השבטים כי המושג "שלום" אין כוונתו שכולם צריכים להסכים ולאחוז בשיטה אחת ודרך אחת, אלא אדרבה מחלוקת שהיא לשם שמים סופה להתקיים. ולכן באמת ייעד יעקב לכל אחד את חלקו ודרכו המיוחדת ... כי כל אחד ואחד יש לו דרך מיוחדת בעבודת ה'.</p>

<p align="center"><b>Make Your Good Team Great</b></p> <p align="center">Harvard Business Review</p>
<p>High-functioning teams are what make high-performing companies click. Whether the task is to create an innovative service or implement a new system, groups rather than individuals are shouldering more of the burden than ever before. The ideal team merges individual talents and skills into one super-performing whole with capabilities that surpass those of even its most talented member.</p> <p>Yet, in reality, many teams fail to get close to that utopian ideal. Members do not work together as seamlessly as they could. People disengage, information goes unshared, wires get crossed, and time and money are wasted.</p> <p>What distinguishes top teams from the rest? High-performing teams aren't the result of happy accident, research shows. They achieve superior levels of participation, cooperation, and collaboration because their members trust one another, share a strong sense of group identity, and have confidence in their effectiveness as a team. In other words, such teams possess high levels of group emotional intelligence (EI).</p> <p>Like individual EI, group EI has to do with an awareness of emotions and the ability to manage them in a healthy, productive manner, says Vanessa Urch Druskat, an associate professor at the University of New Hampshire and a pioneer of the concept. A two-year study in which Druskat and Steven B. Wolff, a research consultant at Hay Group (Philadelphia), examined cross-functional drug development teams at Johnson &amp; Johnson revealed that group EI was the biggest predictor of team success.</p> <p>Building an emotionally intelligent team requires developing emotional competence for the group as a whole. A team, like any social group, is governed by shared attitudinal and behavioral norms, which, though sometimes unspoken, are understood within the group. Teams that enjoy high levels of group EI, Druskat and Wolff say, have established norms that strengthen trust, group identity, and group efficacy. As a result, their members cooperate more fully with one another and collaborate more creatively in furthering the team's work.</p> <p>"When you create a climate of trust and the sense that 'We are better together than we are apart,'" says Druskat, "it leads to greater effectiveness."</p>



**"Talent wins games, but teamwork and intelligence wins championships."**

**- Michael Jordan**