

OVERDONE AND UNDERDONE QUALITIES

This exercise is good for looking at behaviours and the results and impact of them. It is a subtle way of exposing unhelpful traits, behaviours and actions in order to move to a more useful approach.

A quality becomes a *strength* when it is right for you and the situation. A quality becomes a *weakness* when it is either overdone or underdone for you and the situation.

Examples:

Underdone	QUALITY	Overdone
Rigid	<i>Flexible</i>	Aimless
Unambitious	<i>Ambitious</i>	Ruthless

Once you have found the potential strength that is being underdone or overdone, you will be able to see what kind of action you could take. Look at your weaknesses and write down the potential strength that you have in your out-of-balance "weakness". When you've looked at your weaknesses, look back again to your strengths, just to check that you are not in danger of overdoing them.

Coaching work

- Discuss how your qualities have worked for you in the past
- Think about whether you are putting your skills to good use at work and in your life
- What abilities do you have that you neglect or use too little?