

They don't dwell on<sup>80</sup> their mistakes. In 2013, Harvard Business Review identified the ability to spring back<sup>81</sup> up after a defeat<sup>82</sup> as an indispensable<sup>83</sup> leadership quality.

## Workable Solutions

OK, we know accepting our weaknesses is important. What are we supposed to do next? There are a number of steps to take to essentially<sup>84</sup> leverage<sup>85</sup> your weaknesses into strengths. For instance<sup>86</sup>, any time your team takes on a new challenge, use that as a fantastic opportunity to tell your employees about a struggle of your own. Have you gone through a similar experience that could give your team useful insights? Or did you make a mistake of your own in the past that others could learn from? They are looking to you for<sup>87</sup> guidance<sup>88</sup>, so go ahead and share any less-than-flattering<sup>89</sup> stories. They could serve as a powerful lesson.

Next, you'll come across as much more credible<sup>90</sup> whenever you need to criticize someone if you admit to<sup>91</sup> a weakness of your own. Many workers cringe at<sup>92</sup> the thought of having to listen to their boss nitpick<sup>93</sup> every single one of their mistakes. It can be perceived as<sup>94</sup> nagging<sup>95</sup> and might even breed<sup>96</sup> an atmosphere of fear and distrust<sup>97</sup>. However, telling team members about a time when you didn't do something well can make the interaction much more fruitful. Your employee will get your message loud and clear<sup>98</sup> and will see that you're not just there to be overly<sup>99</sup> critical.

Finally, don't take your weaknesses for granted<sup>100</sup>. Once you know your shortcomings, you can finally start to develop yourself with a specific goal in mind – finding a way to overcome this weakness. There are entire industries built around bettering<sup>101</sup> people professionally. Read self-help<sup>102</sup> books. Start seeing a coach. Heck<sup>103</sup>, simply turning to a colleague or friend for assistance is still a step in the right direction. You don't have to hide your weaknesses, but you can do something about them. And let your team know about whatever you're doing. They'll see there shouldn't be any

stigma<sup>104</sup> around accepting our flaws and might even find some much-needed inspiration as well.

## Turning Ailments into Advantages

Today's dog-eat-dog<sup>105</sup> business world gives the impression that<sup>106</sup> there isn't any room for<sup>107</sup> weakness. This couldn't be further from the truth<sup>108</sup>. The most effective leaders know that opening up about your mistakes, fears and inadequacies<sup>109</sup> can yield<sup>110</sup> countless benefits. You'll form stronger connections with those around you, be seen as a more capable<sup>111</sup> leader and be able to take your team in new directions. Shed<sup>112</sup> the shame – embracing<sup>113</sup> your weaknesses is the way to go. ■

<sup>80</sup> to dwell on sth *tə dwel ɒn* 'sɑːmθɪŋ **rozpamiętywać coś, rozwodzić się nad czymś**

<sup>81</sup> to spring back *tə sprɪŋ* 'bæk **powrócić do formy, energicznie wrócić do działania**

<sup>82</sup> defeat *dɪˈfiːt* **porażka**

<sup>83</sup> indispensable *ˌɪndɪˈspensəbl* **nieodzowny, nieodłączny**

<sup>84</sup> essentially *ɪˈsenʃəli* **praktycznie, w gruncie rzeczy**

<sup>85</sup> to leverage sth *tə ˈliːvərɪdʒ* 'sɑːmθɪŋ **wykorzystać coś w jakimś celu**

<sup>86</sup> for instance *fə(r) ˈɪnstəns* **na przykład**

<sup>87</sup> to look to sb for sth *tə lʊk tə* 'sɑːmbədi fə(r) 'sɑːmθɪŋ **zwrócić się do kogoś o coś**

<sup>88</sup> guidance *ˈɡaɪdəns* **wskazówki, pomoc**

<sup>89</sup> flattering *ˈflætərɪŋ* **pochlebny (pokazujący kogoś w dobrym świetle)**

<sup>90</sup> credible *ˈkredəbl* **wiarygodny**

<sup>91</sup> to admit to sth *tə ədˈmɪt tə* 'sɑːmθɪŋ **przyznać się do czegoś**

<sup>92</sup> to cringe at sth *tə kɪrɪndʒ ət* 'sɑːmθɪŋ **krzywić się na (samą myśl o czymś)**

<sup>93</sup> to nitpick *tə ˈnɪt,pɪk* **czepiać się**

<sup>94</sup> to perceive sth as sth *tə pəˈsiːv* 'sɑːmθɪŋ əz 'sɑːmθɪŋ **postrzegać coś jako coś**

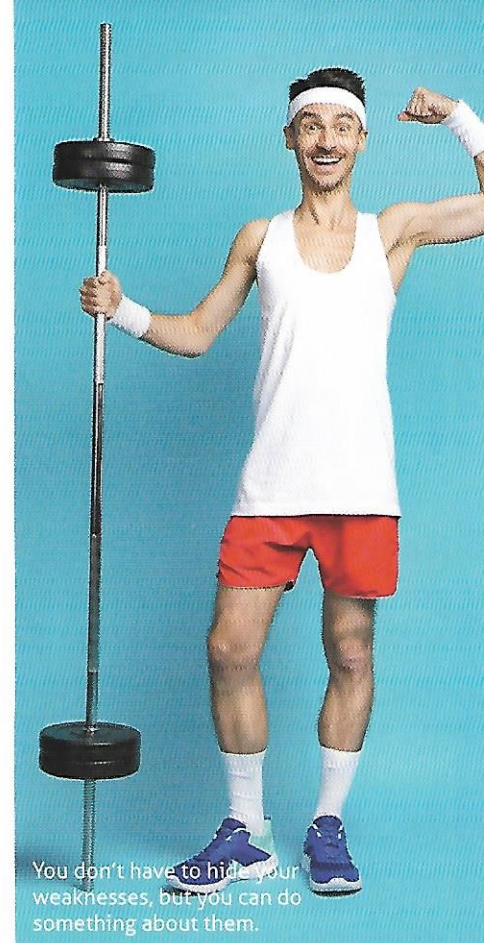
<sup>95</sup> to nag *tə næɡ* **głędzić, przynudzać**

<sup>96</sup> to breed sth *tə bɹiːd* 'sɑːmθɪŋ **przynieść coś, ponieść coś za sobą**

<sup>97</sup> distrust *dɪsˈtrʌst* **niefuorność**

<sup>98</sup> loud and clear *laʊd ənd kliə(r)* **jasno i wyraźnie**

<sup>99</sup> overly *ˈəʊvəli* **nadmiernie**



You don't have to hide your weaknesses, but you can do something about them.

<sup>100</sup> to take sth for granted *tə teɪk* 'sɑːmθɪŋ fə(r) 'ɡrɑːntɪd **uznawać coś za pewnik/rzecz**

**oczywistą, spodziewać się czegoś**

<sup>101</sup> to better sb *tə ˈbetə(r)* 'sɑːmbədi **ulepszać kogoś, pomagać w rozwoju**

<sup>102</sup> self-help *self help* **samopomoc**

<sup>103</sup> heck,... *hek* **kurczę,..., cholera,... (pot., slang.)**

<sup>104</sup> stigma *ˈstɪɡmə* **piętno**

<sup>105</sup> dog-eat-dog *dɒɡ ɪt dɒɡ* **zaciekle, zażarty; w którym każdy jest sobie wrogiem (np. o świecie biznesu) (tylko przed rzeczownikiem)**

<sup>106</sup> to give an impression that... *tə ɡɪv ən ɪmˈpreʃn* **zrobić wrażenie, że..., wyglądać na...**

<sup>107</sup> room for sth *ruːm fə(r)* 'sɑːmθɪŋ **miejsce na coś (np. na błędy)**

<sup>108</sup> sth couldn't be further from the truth *'sɑːmθɪŋ ˈkʊdn't bi ˈfɜːðə(r) frəm ðə truːθ* **nic nie jest dalsze od prawdy..., coś jest dokładnie na odwrót...**

<sup>109</sup> inadequacy *ɪnˈædɪkwəsi* **niższość (np. kompleks)**

<sup>110</sup> to yield sth *tə jɪld* 'sɑːmθɪŋ **przynieść coś (np. skutek, efekt)**

<sup>111</sup> capable *ˈkeɪpəbl* **zdolny**

<sup>112</sup> to shed sth *tə ʃed* 'sɑːmθɪŋ **pozbyć się czegoś, zrzucić**

<sup>113</sup> to embrace sth *tə ɪmˈbreɪs* 'sɑːmθɪŋ **przyjąć coś, zaakceptować**