

# Welcome Your Weaknesses

The world of management has **shunned**<sup>1</sup> flaws and **vulnerability**<sup>2</sup> for far too long. Come along, **warts** and **all**<sup>3</sup>, with BEM's Jonathan Sidor, and gain some **insights**<sup>4</sup> on how accepting your weaknesses can make you a better leader.

ONCE YOU  
KNOW YOUR  
SHORTCOMINGS,  
YOU CAN  
FINALLY START  
TO DEVELOP  
YOURSELF.

In today's hypercompetitive<sup>5</sup> business landscape, striving for perfection seems understandable. You want to showcase<sup>6</sup> your strengths<sup>7</sup> and convince<sup>8</sup> everyone that you're the best. However, your shortcomings<sup>9</sup> ought to be given some credit<sup>10</sup> too. When it comes to professional success, you shouldn't underestimate<sup>11</sup> the importance of every fault, foible<sup>12</sup> and imperfection<sup>13</sup>.

## Perilous Perfection

The idea that people need to exhibit<sup>14</sup> a robust<sup>15</sup>, rugged<sup>16</sup> persona<sup>17</sup> throughout their career is misguided<sup>18</sup> for a number of reasons. First, while being confident is nice, no one out there can do it all. Knowing your limitations is especially true for those in leadership positions. If you think you're strong enough to handle any task, you risk wearing yourself thin<sup>19</sup>. On top of that, your subordinates<sup>20</sup> can easily get the feeling that you're micromanaging<sup>21</sup>. Your ambitions may start to harm the performance of others, and you'll quickly become persona non grata<sup>22</sup> within your organization.

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15 to wear oneself thin tu weat(ł) wan'self thin  
16 rugged 'rʌɡəd twardy, wytrzymały  
17 persona 'pɜːsəna maska (np. publiczna)  
18 misguided 'mɪsgaɪd mylny, chybiony  
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