

Great Leaders do not Fear Looking into the Mirror.

What's Different about the INSIGHTMirror Action Planning Guide?

The INSIGHTMirror 360 Action Guide contains relevant information that rejects boiler-plate generalization. Our guide is most unusual in that it is more about fully utilizing your strengths than fixing your weaknesses.

Naturally you have to deal with weaknesses! If you don't manage the weeds, you will soon be left with a once beautiful garden now left in decay.

Our mindsets are determined not to focus on our strengths, but to be obsessed about fixing our weaknesses.

You have already looked through your 360° feedback report that emphasized on the very first page that it would be more beneficial to look for your strengths in the report instead of dwelling on your weaknesses. Yet regardless of how much willpower you exerted, you probably did just the opposite. Perhaps we are hard-wired to be in a mindset that hones in our weaknesses and simply takes our strengths for granted. It's as if a myth was drilled into our heads since early childhood that if I *really put my mind to it*, I can do almost anything. This notion is ingrained in our language: "If at first you don't succeed, try, try again." "Practice makes perfect." These superhero slogans shape our mindsets that we somehow must be good at everything. Nonsense! With some practice as shown in Section IV, this mindset can be transformed.

Great Leaders Do Not Fear Looking Into The Mirror, hence, they look forward to taking 360s. Support for this assertion come from author Daniel Coleman, Ph.D., Emotional Intelligence.

Dr. Coleman writes: A key competence here is optimism, which hinges on how we interpret our setbacks. A pessimist sees a setback as confirming some fatal flaw in himself that cannot be changed. The net result of such a defeatist attitude is, of course, based on hopelessness, and helplessness.

Optimists, by contrast, see a setback as a result of factors they have the power to do something about. They don't (necessarily) see some flaw or deficiency in themselves. ... Optimists look forward to taking 360s.

If President Lincoln took a 360°, according to his law partner and friend William Hendrson, it would demonstrate that he was a terrible administrator. Henderson asserted that Lincoln conducted administrative affairs in the same haphazard fashion he filed his legal papers: by using his top hat as a filing cabinet.

Two Superb Examples on Strengths:

1. At the 1984 Olympics, the Chinese captured the gold medal in ping-pong. Their coach, Liu Guoliang, was asked: *Tell us about your team's training regimen.* Liu Guoliang answered: *"We practice eight hours a day perfecting our strengths."* Asked the reporter, *"Could you be a little more specific?"* The coach replied: *"Here is our philosophy. If you develop your strengths to the maximum, the strengths become so great they overwhelm all weaknesses. Our best player, Kong Linghui, plays only his forehand. Though he cannot play backhand, and his competition knows this, his forehand is so invincible that it cannot be beaten."* Source: Dr. Donald O. Clifton, Soar with Your Strengths.

2. One particularly interesting experiment used video to record a bowling match. For one team, researchers at Case Western Reserve edited out all of the mistakes and showed the team the film of everything they had done right. For the second team, they edited out everything done right and used the more traditional training method of the team its mistakes and strategizing how to correct them. While both teams improved, the team seeing what they did right (their strengths) had 100% greater improvement than the team that was shown their mistakes.

Please read before moving on:

The information you receive in your Feedback Report is a compilation of people's perceptions. The perceptions may be objectively incorrect, but that's a moot point. People's perceptions are their reality, and it is important that you appreciate this fact if you wish to change some of their perceptions.