

# QUOTES, QUIBBLE, QUESTION

53<sup>R D</sup> EDITION

FROM  
THE  
COACHING  
GUY

## WELCOME

This week, we delve into the power of authenticity in leadership and how leaders can thrive by leaning into their unique strengths.

While foundational skills such as communication, decision-making, and strategic thinking are essential for any leader, their ability to stay true to who they truly are, sets the most effective leaders apart. Embracing your natural talents allows for a more genuine and confident leadership style, fostering trust and connection with your team. When leaders show up consistently as their best selves, it boosts their success and inspires those around them to do the same, creating a positive and empowered work environment. Ultimately, leadership is less about fitting into a mold and more about embracing individuality to drive meaningful impact.

## QUOTES

"To be yourself in a world that is constantly trying to make you something else is the greatest accomplishment." [Ralph Waldo Emerson](#)

"Leadership is not about being the best. It's about making everyone else better." [Unknown](#)

"Success in management requires learning as fast as the world is changing." [Warren Bennis](#)

"The most powerful leadership tool you have is your own personal example." [John Wooden](#)

# Q U I B B L E

**Should leaders focus more on developing their weaknesses or enhancing their strengths?**

Some leadership experts argue that leaders should concentrate on addressing their weaknesses to become more well-rounded. The rationale is that by improving in areas where they are less capable, leaders can avoid blind spots, reduce vulnerabilities, and adapt to a wider range of challenges. For instance, if a leader excels in vision but struggles with communication, working on communication skills could help them rally their team more effectively and reduce misunderstandings.

On the other hand, many leadership thinkers advocate focusing on amplifying your strengths. The idea is that great leaders are most effective when they leverage what they naturally excel at. By honing these strengths, they can become experts in their core competencies and use them to inspire and guide others. For example, a leader who is a strong motivator should lean into that skill to keep their team engaged and driven, rather than worrying too much about improving their technical skills.

Both approaches have merit, but the key is balance, play to your strengths while being mindful of where you can grow.

A well-rounded leader often does both, they build on their strengths to become even more effective while addressing critical weaknesses that could hold them or their team back. The key is self-awareness—knowing when to double down on your strengths and when a particular weakness is limiting your growth or success.

For most leaders, it's not about neglecting one for the other but finding the right mix to keep progressing while staying authentic.

In short, play to your strengths to lead with confidence, but be mindful of any weaknesses that could affect your performance or your team's success.

## Q U E S T I O N

What is one of your biggest strengths as a leader, and how can you show up even more consistently in that area this week?

Curious how I can help you? Then book a free consultation, link in my bio. Or if you like my content and want this sent straight to your inbox every Monday, subscribe to my newsletter by visiting [www.thecoachingguy.co.uk](http://www.thecoachingguy.co.uk)

## T H A N K S

For reading this week's newsletter.

If you have other subjects that you would like to hear about, drop me an email at [matt@thecoachingguy.co.uk](mailto:matt@thecoachingguy.co.uk)