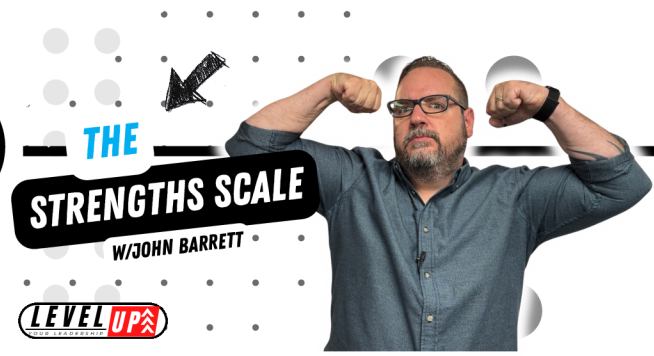


Level Up GUIDE



SESSION SUMMARY:

Discover why focusing on your strengths—not your weaknesses—is the key to your effectiveness as a leader. This message will challenge the common belief that being “well-rounded” makes you better. You’ll see how improving from a 4 to a 6 in your weak areas only makes you average, while developing from a 7 to a 9 in your strengths creates extraordinary influence and value. You’ll learn practical strategies to manage your weaknesses without wasting time on them, including how to delegate and apply simple maintenance approaches. You’ll also discover how to apply this principle to your team—by positioning people where their natural talents shine. Far too often, leaders take their strengths for granted and miss opportunities to become exceptional. In this session, you’ll get actionable steps to identify your top strengths, intentionally develop them, and adjust how you invest your time and energy so you can lead at your highest level.

GROUP QUESTIONS:

- In what ways have you found yourself 'winging it' in areas where you're naturally strong instead of intentionally developing those strengths?
- Why do you think we tend to focus more on fixing our weaknesses than enhancing our strengths?
- Barrett suggests that improving from level 4 to 6 in a weakness isn't impactful, but improving from 7 to 9 in a strength is transformative. Do you agree with this assessment? Why or why not?
- How might focusing primarily on weaknesses affect team morale and productivity?
- What are some practical ways you could delegate or manage around your weaknesses?
- Think about your team or organization. How might things change if everyone operated primarily in their strength zones?
- What's one strength you have that you believe could be developed to an 'expert' level (8-10) with focused attention?
- How does this strengths-based approach to leadership align with or challenge your understanding of teamwork?

APPLICATION:

This week, identify your top three strengths and commit to spending at least 30 minutes each day intentionally developing one of them. This could involve reading articles or books, practicing specific skills, seeking feedback, or finding a mentor in that area. At the same time, identify one weakness that's holding you back and consider how you might delegate it or find systems to manage around it. Keep a journal of your observations and share your experience.