

Become an Excelerator >>>>>

What do dairy, champagne, puzzles, and a strainer have in common?

Absolutely nothing, except here in this resource... I'll explain...

Remember that the neck of the bottle (of bourbon) is at the top. If you don't take the time to optimize your strengths and admit your weakness, you may very well be the reason your business is struggling.

Everyone has their strengths and weaknesses. This is not news... I am not good at doing math in my head, I'll put that one right out there.

And when you are a leader within a company, strengths and weaknesses are highlighted in front of your teams and peers. Your strengths get a companywide thumbs up, and weaknesses are emphasized in front of them too.

My quick PSA for the day is that the word **"weakness" is not a synonym for fail**. It's just something that happens to not be a strength. Just like blue is not red... I'm not implying you need someone to pat you on the back and hold your hand here. But what you do need is to move past the idea of having a weakness as a sign that you are a weak person. **Strengths and weaknesses are just facts** that we can use as insights to learn from.

Strengths can become stronger over time or become less so. Just like weaknesses can become worse over time or become less of an issue. Approaching this from a **place of curiosity** allows you to improve your strengths further, and explore how you can narrow the gaps created by your weaknesses.

Becoming an Excelerator means that you are focused on what you like doing and what you are good at doing (strengths). This will allow you to make a greater impact for your team, the business, and yourself. You will better enjoy your day-to-day work, feel confident in the people who support you, understand the direction you want to take the business, and **increase the speed of execution toward your goals**.

**This resource will help
you sort out what you
should keep on your plate,
where to find support, and
what to hand off.**

Good at it		
Not good at it		
	Don't like to do it	Like to do it

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Not good at it



Don't like to do it

Things you are not good at, and do not like to do. What can I say here? Anything in this category will need to be handed off, trashed, or compensated for as soon as you are able. No one wins when you are functioning here, and puzzles are solved faster when we get support.

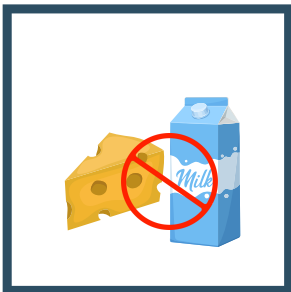
Not good at it



Like to do it

Doing something that you like to do is great. Doing it when you are not good at it, is not so great. That is like trying to fill up a strainer with water. It's bonkers! There are just too many holes for mistakes to happen, and things get accomplished very slowly or not at all.

Good at it



Don't like to do it

You are good at it, but you do not like to do it. This is like eating dairy when you are lactose intolerant. You can do it if you have to, but it kinda hurts while you are doing it. And there may be consequences later. I'm talking about something like the consequences of stress here... get out of the gutter. Gross.

Good at it



Like to do it

Raise your hand if you are good at something AND you like to do it. Can you say "sweet spot"? Life is not roses and bunnies all the time. You will have to do some things you don't like, or that make you uncomfortable. Knowing your sweet spot is valuable though, so try to sit in this seat with these functions as much as possible. This is where you are at your best for yourself, for your people, and for your business growth.

How to use the Excelerator Matrix

This resource will help you sort out what you should keep on your plate, where to find support, and what to hand off.

1. Start by paying attention to all of the functions, tasks, and decisions you make throughout a week or two. Keep it simple and just make a list.
2. Reflect on where it falls within the four quadrants on this chart.
3. And then use those insights to make your plans from there. This resource will help you delegate the right things to the right people.

There are two matrices - one for **LEADERS/OWNERS** and one for **TEAMS**.

The questions at the bottom of the worksheet differ and will help guide decisions, involve the team so they are more invested in outcomes, and allow you to benefit from collective intelligence.

**** If you are using the TEAM matrix then have them complete step #1 above.****

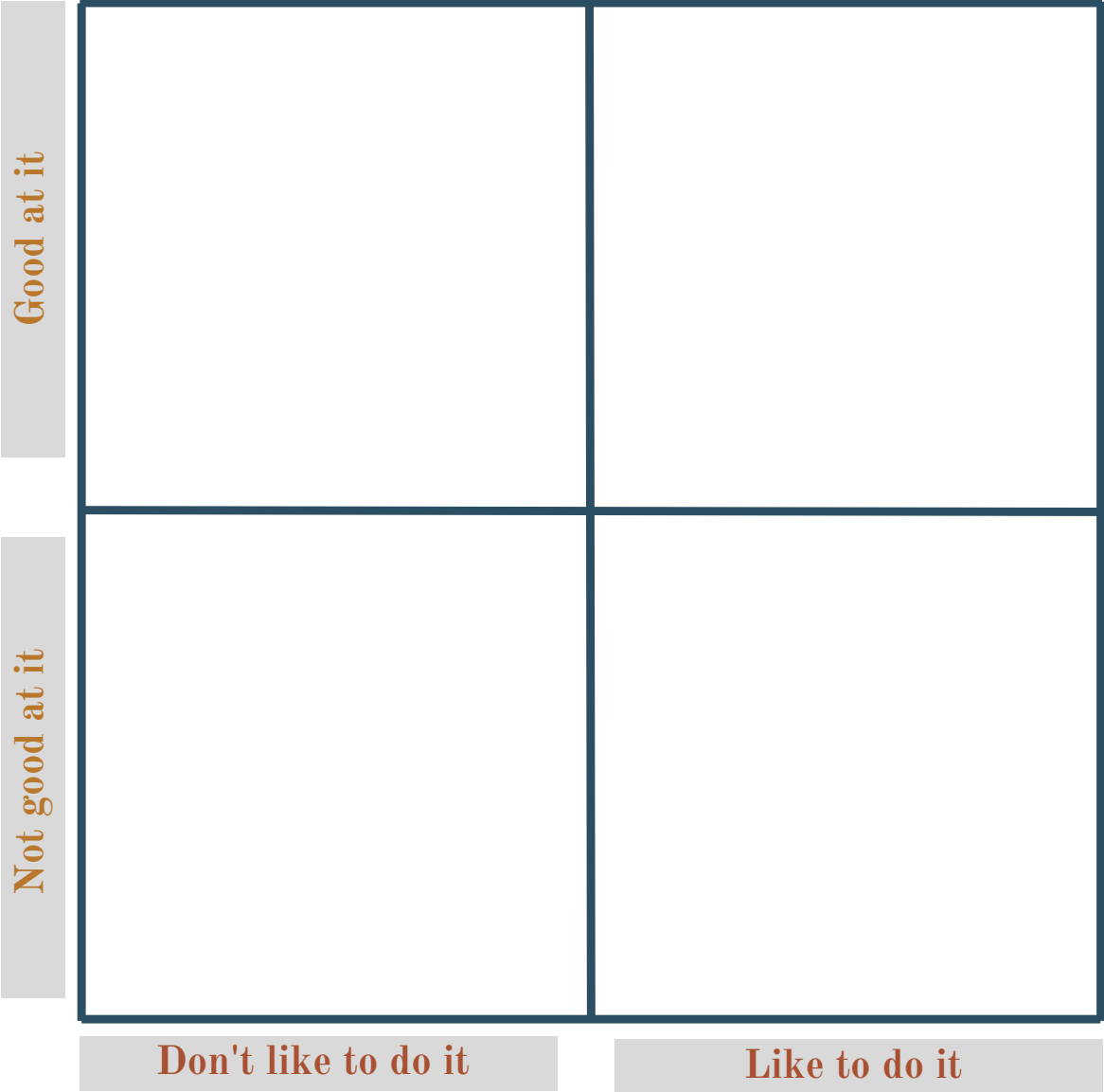
Onward!



Excelerator Matrix

Trash it

Excelerator Matrix



Areas that need improvement	Areas I am interested in taking on	Prefer not to do it (is it something I need to keep?)

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Suggested next steps

Once you have completed this exercise, you can ask the rest of your leadership to do the same.

This can also be helpful when you are assessing any restructuring within the organization.

And as mentioned, asking your teams(s) to complete this exercise will provide insight to whether you have the right people, in the right position, doing the right things.

Additional resources

For further learning and more expert information, head to our website and click the "Resources" tab for Videos on related topics.

You can also head to the "Downloads" section for more tools like this one.

These resources cover topics such as productivity, performance, accountability, business growth, communication, and delegation.

Lastly, follow me on LinkedIn to stay up to date on new posts, videos, and articles. You can subscribe to the "Elephant in your Boardroom" LinkedIn Newsletter for even more.

The fun just keeps on coming!

Schedule a call here if
you want to learn more!

