

Core Quality

This exercise works best when done with a team so that everyone can help each other fill out their chart to the fullest extent. In other words, they can fill in the blind spots.

To get started you'll need an easel, large paper and space to hang up the completed sheets.

One person at a time goes to the easel/paper. It should be divided into a 2x2 matrix (see diagram below).

Box 1. Identify all the aspects of a person's core qualities.

If Passion is the core quality, there may be words like: exciting, adds energy, fires everyone up, contagious, overcomes obstacles, sees how things could be, etc.

Box 2. Pitfall, what happens when you get too much of a good thing.

With almost everyone, our strength can become our Achilles heel. What happens if you get too much passion: driven, tunnel vision, doesn't face reality, won't accept failure or shortcomings, won't accept challenges, etc.

Box 3. Challenge, what are some positive opposites of the pitfalls?

What are some positive actions the person can take to avoid the pitfalls: Have a sounding board (person or team) with identified times of checking the reality of a situation, ask for and be open to challenges, place the passion item in the big picture, etc.

Box 4. Reaction, what happens when the person backs away too much.

A person can become discouraged and just stay away from their core quality as well. A reaction might be: Avoid sharing their passion, share it only with those who won't challenge, get defensive about their passion and ideas, etc.

The goal of the team in helping each other is to help everyone stay in their positive balance (core quality), bouncing between their Core Quality and their Challenge rather than falling into the negative balance of bouncing between their Pitfall and their Reaction.

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