- Skills
- Knowledge
- Advantages
- Connections
- Good habits

Strengths

I am really good at compromising, understanding people, empathising.
I have knowledge of working in lots of different places and dealing with different people. I have also brought up two daughters and have learnt how to adapt my inpersonal style as they have got older. I use listening and empathising skills with my ageing mother who is often confused and paranoid. I am much better at being emotionally separate from feedback and other people's reactions than I was when I was younger. This helps me advise and guide younger colleagues who are struggling with workplace relationships.
I thrive best when I am in a room with people, especially small groups. I like to listen and guide. Not very keen on being centre of attention and prefer to enable other people to speak and shine.

Weaknesses

I don't like being centre of attention, especially on a topic I'm not confident on. I prefer to remain quiet until I feel I have something of value to add. I'm also not good at talking about issues or topics that might make other people feel uncomfortable (like bereavement, personal improvements)
I often believe that other people's opinions and viewpoints are more likely to be right than my own.
Recent feedback suggested I might find it hard to give difficult feedback because it might make me and the other person feel uncomfortable.
Trying to please people and keep things light-hearted means I miss the chance to have deeper conversations. Not liking to be central means meetings can be awkward when people expect me to take the lead.

- Skills you need to improve
- Areas where you lack knowledge
- Disadvantages
- Fragile relationships
- Bad habits

- Based on your strengths
- At your work
- In your industry
- In your country
- On a global scale (based on worldwide trends)

Opportunities

Leading meetings and keeping people to agendas and agreed timings would be good to practice speaking in front of others and leading in group settings.
It would be a good idea to get feedback from my direct reports about how I am doing in my role and what I could do differently. I have been reluctant to do this as I feel awkward about it.
My work with the accessibility panel is helping with this, as I have to present, and lead meetings with lots of busy people.
I follow Mandy's news and Academic townhalls to see what is happening in the academic publishing world, which has an impact on what we do. I am also networking with other editorial teams to learn about what they do.

Threats

If my preference not to take centre stage means I don't lead teams effectively, we might lose staff, or have lower satisfaction. It may also lead to lower productivity, as they won't know what they need to improve upon.
If I think that other people are more likely to be right than me, I will miss opportunities to test my ideas and have them accepted (or rejected) by others.
Challenge in the sales team to get our courses sold.
Challenges with lots of change and introduction to AI. I am personally challenged by having lots of competing priorities and no clear way to determine which are most important.
Learners are buying less as business budgets are tight.
Brexit and the economy have affected this.
Global demand for online courses have changed, with fewer US clients and more based in the Middle East.

- Based on your weaknesses
- At your work
- In your industry
- In your country
- On a global scale (based on worldwide trends)



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