

CORE QUALITY MODEL

We all have parts of ourselves we wish we could change. We may say things, such as: *“I care too much”, “I’m too sensitive”, “I always need to be in control”, “I get distracted easily”*. These traits often feel like a **cost** - they drain us, hold us back, or make life harder. But what if they’re also an **investment**? A sign that there’s a deeper quality inside us, something valuable that just needs balance or direction?

Instead of asking: *“What’s wrong with me?”*, try asking:

- What strength might this trait be protecting?
- What lesson have I already invested in through this struggle?
- Where am I overusing a quality that’s actually beautiful?
- What could I develop to balance and support this quality?
- What do I tend to judge in others that could be pointing to my next area of growth?

The Core Qualities Model helps us see our so-called “weaknesses” in a new light. It shows how every trait we struggle with might not be a flaw at all, but a **strength taken too far, a lesson in progress**, or an **investment becoming whole**.

This isn’t about fixing who you are. It’s about discovering the value in what’s already inside you - what you’ve lived through, the lessons you’ve earned and the power you have to choose how you grow from here.

Core Quality	Your natural strength, something that comes easily to you and often benefits those around you. When used with awareness, it becomes a real asset.
Pitfall	This is where your strength becomes a cost - when it’s overused, misapplied, or pushed too far. Pitfalls often feel like personal weaknesses
Allergy	A trait you strongly dislike in others, often because it reflects something you’ve rejected or struggle to balance in yourself
Challenge	The balancing quality - the trait you need to develop or embrace to keep your core quality from tipping into its pitfall. This is your growth path, your investment for the future.

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How It Works

Perhaps you often hear yourself say:

“I always want things to be perfect - it exhausts me (and others)”

Step 1: Pitfall

Perfectionism - you push yourself (and maybe others) too hard, struggle to let go, or delay progress in pursuit of flawlessness

Step 2: Core Quality

Striving for excellence - you care deeply about quality, take pride in your work, and hold yourself to high standards

Step 3: Allergy

Carelessness or “good enough” mentality - it bothers you when people seem unbothered by low standards

Step 4: Challenge

Acceptance and letting go - learning to trust that done is sometimes better than perfect, and that ease can also be valuable.

Your Core Quality is something beautiful. It's a strength that often comes naturally — like being thoughtful, driven, supportive, creative, or precise. But when that quality gets stretched too far, it can start to **cost** you. That's where your Pitfall shows up — often in the form of tension, burnout, or frustration.

As for the Challenge, that becomes your new goal. It isn't about changing who you are. It's about developing what you need in order to use your strength more wisely — without it tipping into overdrive.

Your Challenge is what you invest in, so your Core Quality becomes less of a burden, and more of a gift. It's not about doing less of what you're good at — it's about doing it with more balance, choice, and clarity. So in this case, working on accepting the “good enough” mentality or letting it go.

That's what turns your life experience into wisdom.

That's the shift from cost to investment.

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Use the information and reflections from the previous pages to help you fill out the four quadrants. In the example, we began with the Pitfall – and that’s often the easiest starting point, since it’s where many of us feel the tension or cost most clearly. But you’re free to begin in any quadrant – choose the one that feels most natural or relevant to you.

Tip: Try using different coloured pens for each set of Core Quality, Pitfall, Allergy, and Challenge. This way, you’ll start to see the connections more clearly – and notice which patterns or qualities are influencing one another.

CORE QUALITY	PITFALL
ALLERGY	CHALLENGE