

Dare to Lead Video 4 Summary:

- The question I always get is “Where do I start with vulnerability?”
 - The answer is: “Start with the myths.” I used to have four, but after my leadership research, I now have six. We all have them and there is no courage without vulnerability, so we have to bust them.

The Myths of Vulnerability

- Myth #1: Vulnerability is weakness.
 - What is vulnerability? First date, trying to get pregnant, starting a business, etc.
 - Is it hard and awkward? – Yes. Is it weakness? – No!
 - Paradoxes of vulnerability:
 - Vulnerability looks like courage in you, but it feels like weakness in me.
 - Vulnerability is the first thing I look for when I meet you, but the last thing I want to show you.
- Myth #2: I don't do vulnerability.
 - After a talk years ago, a rocket scientist came up and said “I don't do vulnerability. I'm an engineer and if I'm vulnerable, stuff falls from the sky.”
 - Don't confuse systemic vulnerability with relational vulnerability. We don't want vulnerable systems, but the people running them must be vulnerable. When they're not, we start covering things up, not owning things, etc.
 - Are you aware that you're being vulnerable or is vulnerability doing you?
- Myth #3: I can go it alone.
 - We are neuro-biologically wired for connection and the heart of connection is vulnerability.
 - If you're not vulnerable, you can't be seen.
- Myth #4: You can engineer the uncertainty and discomfort out of vulnerability.
 - Don't confuse systemic vulnerability with relational vulnerability
 - If you completely engineer a situation, it's no longer about vulnerability.
- Myth #5: Trust comes before vulnerability.
 - Trust and vulnerability are a slow, building and stacking process.
 - Trust needs vulnerability and vulnerability needs trust
- Myth #6: Vulnerability is disclosure.

- Vulnerability isn't disclosure, isn't oversharing, isn't inappropriate sharing.
- Vulnerability is showing up, leaning in, and keeping the armor off.
- Which ones do you cling on to and what do you need to do to let go of them?