Daring Greatly

WWC Book Club July

Daring Greatly by Brené Brown

Vulnerability is an uncomfortable aspect of being human. It is the key to strong connections, happiness, and success. The book discusses aspects of vulnerability and shame as well as ways we can become comfortable with vulnerability, build shame resilience, and build better connections with those around us.

Brené Brown: vulnerability researcher, well known for her TED talk and books *Daring Greatly* and *The Gifts of Imperfection*

It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better.

The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again,

Because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions, who spends himself in a worthy cause;

Who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly…

Theodore Roosevelt

Vulnerability

- How do you define vulnerability?
- What's your current comfort level with vulnerability?
- What does vulnerability feel like?
- When do you feel the most vulnerable?

Scarcity Culture: Never _____ Enough

- How do you fill in the blank?
- Where do you see scarcity culture in your workplace? In your school?
- How does scarcity culture change your behavior?
- How would you behave if you knew you were "enough"?

Shame and Guilt

- What you are vs. What you do
- Shame is something we don't want to talk about and grows the more we don't talk about it
- Shame causes a fight or flight response – we are afraid of being rejected or not belonging
- Have you ever attached your self-worth to how something of yours was received? How did that affect your ability to share it with others and navigate the reaction of others?

Armor and Defense mechanisms

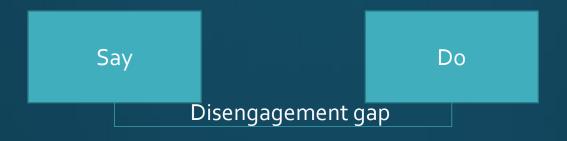|		
Foreboding Joy When something wonderful happens, fear the next bad thing	**Perfectionism** Outrun fear of not being enough	**Numbing or X-aholic** Drown or numb shame: workaholic, addiction, taking the edge off
Viking or Victims Winners and losers – be a winner or give up and be a loser	**Oversharing** Forced vulnerability without connection or trust; discomfort	**Serpenting** Avoiding conversation and self-inspection
Cool, Critical, and Cool Disengage, criticize, and aloofness to avoid the vulnerability of caring	How do you protect yourself? How do you feel when you use these?	Seek someone to talk to, be mindful of emotions, consider the why of your actions

Self-Compassion

1. Recognize what you are feeling without judgement:
   - I feel ____ (not: I am ____)
   - This is stressful
   - I am afraid

2. Acknowledge your feelings as part of life, something everyone feels:
   - There are other people in the world feeling just like me right now.
   - Feeling ____ does not make me unworthy or a bad person, it makes me human.
   - Everyone makes mistakes because making mistakes is part of being human.

3. Be kind to yourself – what do you need to hear right now?
   - I am enough or I am ____ enough
   - It is okay to feel this way
   - I am not bad or unworthy for feeling this way

Say

Do

Disengagement gap

- We see and feel disengagement when spoken values and acted values differ

- How are people rewarded and what happens when they fail?

- What are the cultural legends and what do they value?

- How is vulnerability perceived and where do shame or blame show up?

- What is the tolerance for discomfort, learning new things, and giving feedback?

Rehumanizing Work

- We need vulnerability to have creativity, innovation, and learning
- Shame cultures:
  - Favoritism
  - Blaming
  - Competition
- Leaders who dare greatly
- Have you seen vulnerability in leaders? How does that make you feel about working with them?

Feedback

- Feedback is uncomfortable for both giver and receiver. Vulnerability is at the heart of the feedback process.

- Think of your best and worst feedback experiences. How did the giver and receiver behave? Was there a sense of being on the same side?

I know I'm ready to give feedback when:

01 I'm ready to sit next to you rather than across from you.

02 I'm willing to put the problem in front of us rather than between us (or sliding it toward you).

03 I'm ready to listen, ask questions, and accept that I may not fully understand the issue.

04 I want to acknowledge what you do well instead of picking apart your mistakes.

05 I recognize your strengths and how you can use them to address your challenges.

06 I can hold you accountable without shaming or blaming you.

07 I'm willing to own my part.

08 I can genuinely thank you for your efforts rather than criticize you for your failings.

09 I can talk about how resolving these challenges will lead to your growth and opportunity.

10 I can model the vulnerability and openness that I expect to see from you.

https://brenebrown.com/downloads/

Vulnerability Myths

Vulnerability is a weakness

I don't do vulnerability

I don't want to let it all hang out

I can do it alone

- Are you afraid of emotional risk? What happens when you take the risk? What happens when you don't?

- What does bravery mean to you? How are vulnerability and bravery related?

Shame in Men vs Women

- Women and men handle shame differently based on expectations
- Women: be beautiful, thin, obedient, quiet
- Men: be strong, emotionless, dominant, winner
- Do these shame triggers change what opportunities exist in the workplace? How does it reinforce traditional roles?
- Have you seen these shame triggers change your behavior or someone else's?

How are you going to dare greatly?

Cultivate...	Let go of...
Authenticity	What people think
Self-compassion	Perfectionism
Resilient spirit	Numbing and powerlessness
Gratitude and joy	Scarcity and fear
Intuition and faith	Need for certainty
Creativity	Comparison
Play and rest	Exhaustion
Calm and stillness	Anxiety as a lifestyle
Meaningful work	Self-doubt and supposed to
Laughter, song, and dance	Being cool

- https://brenebrown.com/
- https://self-compassion.org/
- https://www.ted.com/talks/brene_brown_the_power_of_vulnerability
- https://self-compassion.org/test-how-self-compassionate-you-are/