



The Devastating Importance of Lifting Up Others to Lift Up Ourselves



Tori Brenneison
@not_unambitious
fppt.com



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(Shine Theory 101)



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- Shine Theory
- The Culture of Competition

Practical Lessons:

- Let's Talk About Our Feelings
- How to Cultivate Awesome Friendships
- A Short Guide to Handling How Amazing Your Friends Are When You Are Acting Like a Jealous Twit (A.S.G.H.H.A.Y.F.A.W.Y.A.A.L.J.T)

What is Shine Theory?

(Short Answer)

**“I don't shine
if you don't shine.”**

-Ann Friedman & Aminatou Sow

What is Shine Theory?

(Long Answer)

- Originally coined by Ann Friedman and Aminatou Sow, of the podcast *Call Your Girlfriend*.
- The radical notion that other people's success does not mean your failure.
- “A commitment to collaborating with instead of competing against other people”

-Ann Friedman

The Culture of Competition

- Jealousy is a natural condition with biological roots
- Envy enables us to evaluate our position in competition for resources
- Social comparison is how we determine our optimal behavior strategy
- We're most envious of those who are similar to us

this one deserved its own slide

“Surrounding yourself with the best people doesn’t make you look worse by comparison. It makes you better.”

-Ann Friedman

Practical Lessons in Shine Theory

Let's Talk About Our Feelings

Primary vs. Secondary Emotions

- A *secondary* emotion occurs to cover up a *primary* emotion; i.e., secondary emotions are psychological coping mechanisms
- Secondary emotions direct focus away from the self to prevent having to deal with uncomfortable primary emotions
- Ex: anger and resentment are secondary emotions that often cover primary emotions of hurt, fear, and inadequacy.

Resentment *sucks*.

Resentment: bitter indignation at having been treated unfairly.

It is more comfortable to direct anger toward others than to deal with primary emotions when we feel hurt.

Resentment is a coping mechanism that we think will prevent us from being hurt again.

- “Holding a resentment is like drinking poison and waiting for the other person to die.” -Mark Twain
- Anger and resentment are often based on distorted beliefs and personal perception
- Your resentment is *never* going to hurt the person you're harboring the grudge against...

...the only person resentment hurts
is **you**.

Dealing with Resentment - Immediate

- Recognize when you are feeling resentful, and *accept* it in that moment.
- Calm tf down: take a walk, do a yoga, count ceiling tiles, breathe slowly.
- The negativity vortex is a terrible place.
- Practice compassion (this is really hard).

Dealing with Resentment - Long-term

- Vent your frustrations (carefully).
- Practice letting it go (to an extent).
- Own your resentment.
 - Set aside a time to be alone and think about why you are feeling resentful.
 - Identify how you contributed to the situation you are resentful about.
 - Take responsibility for your actions.

Reality Check:



- True betrayal is not justifiable
- You are 100% allowed to be upset if someone wrongs you
- You should **always** leave an abusive situation

How to Cultivate Awesome Friendships

**I HAVE NO IDEA HOW
TO MAKE FRIENDS AS AN ADULT**

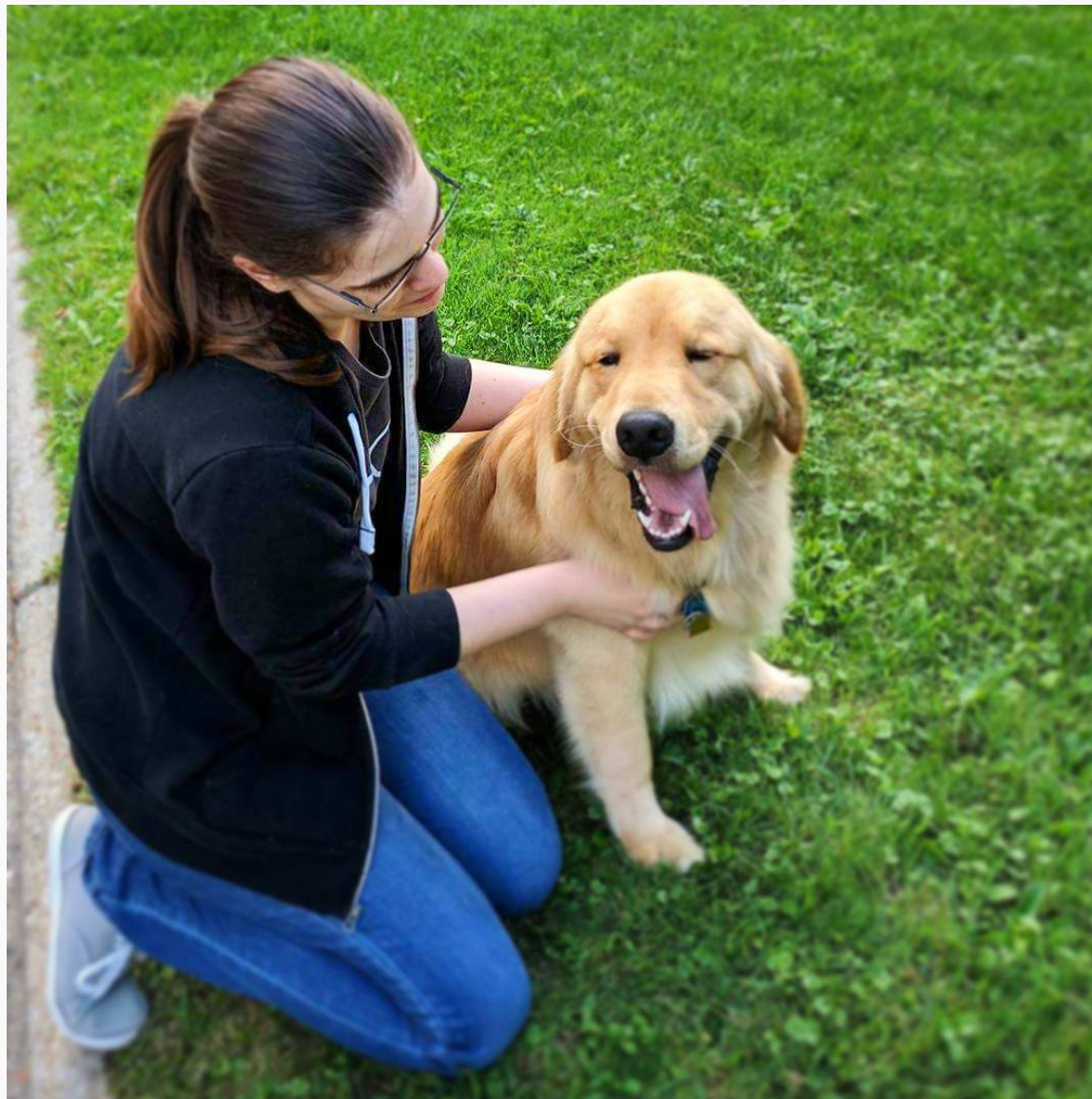
**AND AT THIS POINT
I'M TOO AFRAID TO ASK**

VIA 9GAG.COM

Building Awesome Social Networks 102

- Don't.
- Change your social environment.
- Structured activities are *basically* adult play-dates.
- Don't (just) follow your passions.
 - “Specialization is for insects”
 - Robert Heinlein





Intentionality is key.

According to science, you should get in touch with your friends *at least once every 15 days*.

Seriously.

Science.

A Short Guide to Handling How Amazing Your Friends Are When You Are Acting Like A Jealous Twit

Things That Get In The Way

(of being a rational adult human)

- Imposter Syndrome is real (and terrible)
- Competition Mindset vs. Mastery Mindset
- The grass is always greener...
...and thicker, freshly-mowed, *fertilized*...
- Most of the time, you are comparing your entire life to someone else's highlight reel.
- “Envy is ignorance. Imitation is suicide.”
-Ralph Waldo Emerson

Your Friend is Happy, RIGHT NOW.

- Your friend is not rubbing it in.
 - If they are rubbing it in, you're not friends.
- Don't be a killjoy.
 - If you're really unhappy, remove yourself from the celebration.
- This is the perfect opportunity to practice compassion.
- Use this as a learning experience—*later*.

Your Friend is Happy, ONGOING ISSUE.

- Change the way you conduct the friendship
- Honesty is the Best Policy (TM)
- Redefine the friendship
- Focus on what's going right for you
 - What's awesome for your friend may not be the right thing for you, and that's okay!

Resources

Call Your Girlfriend, Ann Friedman and Aminatou Sow, <http://www.callyyourgirlfriend.com/>

The Evolutionary Psychology of Envy, Sarah E Hill and David M Buss, 2010

https://www.researchgate.net/publication/285722136_The_Evolutionary_Psychology_of_Envy

The Real Reason You're Jealous of Your Friend's Success, Kristi Hedges, 2012

<https://www.forbes.com/sites/work-in-progress/2012/08/01/the-real-reason-youre-jealous-of-your-friends-success/>

How To Deal With Everyone Being Better Than You At What You Love, John Hong, 2016

<http://johnhong.me/everyoneisbetterthanyou/>

A Simple BFF Strategy, Confirmed by Scientists, Mike Nizza, 2008

<https://thelede.blogs.nytimes.com/2008/04/22/a-simple-bff-strategy-confirmed-by-scientists/>

How Social Networks Create Competitive Advantage, Ronald Burt, 2014

http://faculty.chicagobooth.edu/ronald.burt/research/files/Copenhagen_slides.pdf

Literally just Googling “when your friend is successful” because Google is what we do in tech

Thank you! :)

Tori Brenneison

@not_unambitious

/tbrenneison