

Ep 36: 4 Ways to Appropriately Show Vulnerability in the Workplace

Balancing being human with being professional

- Share when you have failed so others can learn.
 - Sharing failure may feel risky, but it actually evokes feelings of trust, morale and calm amongst your team as everyone can then recognize mistakes happen versus living in fear of repercussions.
 - It also shows you are human, which gives everyone else the freedom to be so as well.
- Share when you are going through a rough time.
 - Whether you like it or not, people you engage with regularly at work recognize patterns in your behavior. And, they depend on them so they know how to engage you. When you start acting differently, many times they will make it about them which causes distraction and panic.
 - Give enough information so people know your state of mind, but don't over over-share. This just creates awkwardness for your team.
- Share when someone else is having a hard time.
 - This is about being empathetic or sympathetic if you have been there. Give them space to have their moment.
 - But again, don't over-share. Remember, this is about them. If you have a story that can be useful, share that. But don't get caught up in their emotional state. Stay neutral.
 - Don't pry. Ask enough to get the data you need to help. That's it.
- Share when no one else is brave enough to.
 - It can be difficult in stoic environments to be vulnerable. But, if you truly want to have a culture where everyone feels they can bring their best selves to work, then someone has to go first.
 - This is especially true when addressing team dynamics (i.e. "the elephant in the room"). If not you, who?

Areas to address immediately are:

1. _____

2. _____

3. _____

Action Plan:

Action	Timing	Progress	Complete