

visioned by

# FQUR

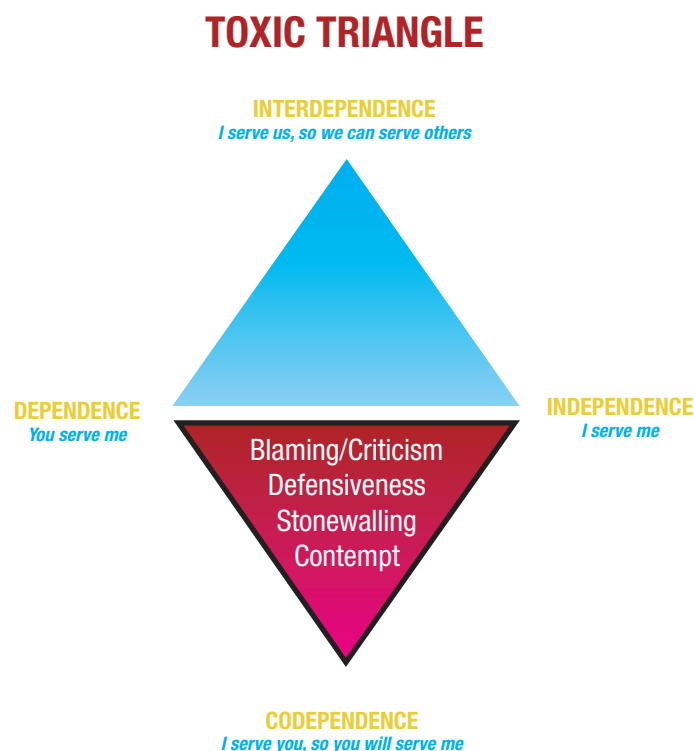
...growing from within...

## LEADERS ALWAYS DEMONSTRATE THIS CONFIDENT VULNERABILITY

### Confidence + Vulnerability = Interdependence

When we are stuck we often feel mired, overwhelmed by the gap that exists between where we are and where we want to be. The truth is, however, that we have what we need to get out. It is generally a very short walk to move ourselves out of the Toxic Triangle (see diagram below) and into a synergistic leadership position.

It will take being authentic and being happy to be vulnerable.



Most of us have had moments of Interdependence although we may not have been aware that we were experiencing it at the time. In that situation where we had success with Interdependence, we had confidence in who we were, what we had to bring, and how we could contribute to make a difference. We were also comfortable enough to rely on others around us, to cover our backs, to help us where we were less strong – we were willing to be vulnerable.

**'Show weakness to gain strength' is often what I say.**

Now, if you dislike the word vulnerability, or the idea that accompanies it, join the troops! That word is scary, yet it is a surprising distinguishing factor of those who thrive (c.f survive), those who live at Interdependence.

Brene Brown spent nearly ten years looking for the discriminating factors that separated those who thrive in creating strong, effective, sustained relationships (Interdependence), and those who repeatedly failed. After thousands of interviews and pages and pages of data were reviewed, she reported finding only one significant variable, that occurred in every situation; **vulnerability**.

When one takes a close look at vulnerability, what it means, and what it needs, in order to be of service, there is an interesting observation. Vulnerability, by itself, can look an awful lot like dependence. It has the connotation of appearing needy, demanding, insecure, weak, powerless, or uncertain. We find ourselves experiencing a deep aversion to these things, thus avoiding vulnerability all together, or the appearance of vulnerability. But what if Vulnerability were paired with confidence?

Over the years, as Gallup have worked with thousands of individuals and organisations, an interesting discovery emerged. **The strongest leaders were not just vulnerable – they were confidently vulnerable.** They understood who they were, what they could contribute, and how they could make a difference in others' lives. They also understood what they were not, what they needed, and they strategically leveraged their own and others strengths to mitigate their weakness. This gave them the confidence to be vulnerable, to be open to others and allow them the chance to shine.

Ironically, a leaders confident vulnerability, their willingness to contribute what they have to bring, and ask for help when they are weak, gives others room to contribute their strengths. As others around them become more confident in their own contribution, those same individuals also find the courage to be vulnerable, to share both their strengths and their weaknesses, and to rely on others to help them be more effective. Thus, confident vulnerability produces confident vulnerability in

"Vulnerability is the birthplace of belonging, joy, courage, empathy, and creativity. It is the source of hope, empathy, accountability, and authenticity. If we want greater clarity in our purpose or deeper and more meaningful lives, vulnerability is our path." Brene Brown

See Brene Brown's TED Talk @

[https://www.ted.com/talks/brene\\_brown\\_on\\_vulnerability?language=en](https://www.ted.com/talks/brene_brown_on_vulnerability?language=en)

# CONFIDENCE AND VULNERABILITY MATRIX

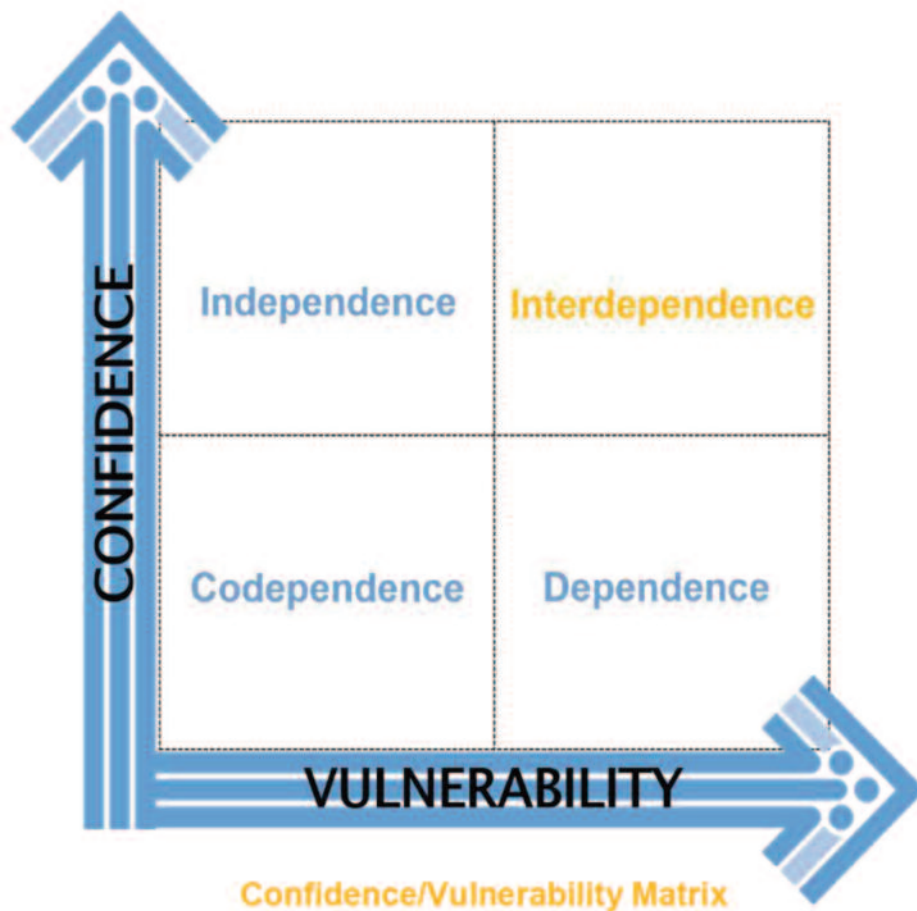
Consider this: when Confidence is high and Vulnerability is low there is a tendency towards **Independence** – siloism, even sometimes arrogance. There is an unwillingness to see and hear other's perspectives, or to consider one's own blind spots.

If Vulnerability is high and Confidence is low, this can place us at **Dependence**, leaving us needy, exposed, insecure, struggling and uncertain.

If both Confidence and Vulnerability are low, this often leads individuals to transactional experiences associated with **Co-Dependence** and they feel stuck in an association which is not very satisfying.

If however individuals are able to be both Confident and Vulnerable – they know what they are, they not what they're not – they are then able to operate from **Interdependence**.

Interdependence is where our greatest results come. It is the place of our deepest sense of fulfilment, because we really know that we are bringing something that matters. We also know that others accept our weaknesses, hold us as valuable, and we don't have to be in fear of judgment.



## Confident Vulnerability Summarised.

### Sounds like:

- **Authenticity;** I'm feeling a little anxious.....
- **Compassion;** It sounds like you are feeling a bit overwhelmed right now.....
- **Validation:-** I feel that way to some times.....
- **Asking for help;** I'd like to make a request.....

### Feels:

- **Uncertain;** I'm not sure I should say this, but I'll take a leap of faith and trust it will be OK....
- **Committed;** I'm willing to do this because it will serve the greater good, even if it is out of my comfort zone.....

## Definition of Confident Vulnerability

To embrace the strengths, weaknesses, and needs of self and others without judgement.

## Message of Confident Vulnerability

I know what I am, I know what I'm not. Both are OK. (This message leaves me to also embrace what you are and what you are not, without judgment.)

*"Usual and customary are rarely synonymous with healthy and thriving."*

If you wish to explore **Confident Vulnerability** and **Interdependency** within your organisation – email or call.  
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