

Leading with Vulnerability

Based on the work of Patrick Lencioni



Purpose

To reinforce the need for vulnerability-based trust and provide tools to develop it

Outcomes

Entrepreneurs will

- € Evaluate their team trust
- € Practice vulnerability-based trust
- € Select a tool to develop vulnerability-based trust

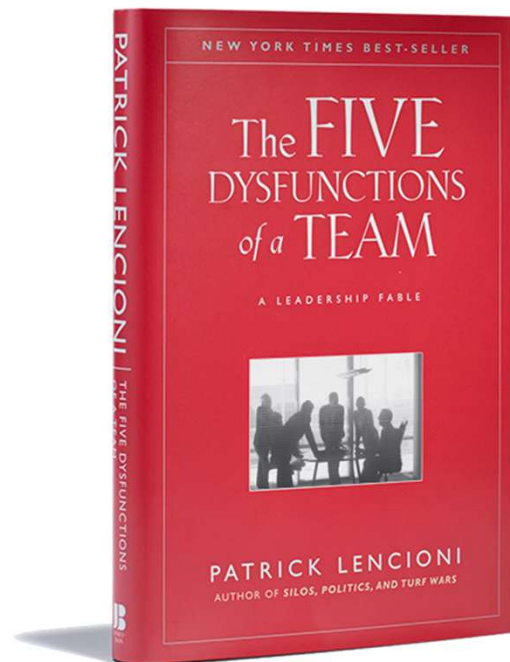
Vulnerability-based Trust Assessment

Trusting Others

“They won’t intentionally harm me.”

Trusting Myself

“Even if they do, I’ll be okay.”



Five Dysfunctions of a Team



Vulnerability
leader goes first

Sharing
leader goes last

Personal Histories Exercise

- € Where did you grow up?
- € How many siblings do you have and where do you fall in that order?
- € Please describe a unique or interesting challenge or experience from your childhood.

- € Personal Histories Exercise
- € Team Effectiveness Exercise
- € Team Assessment Report
- € Personality and Behavioral Preference Profiles

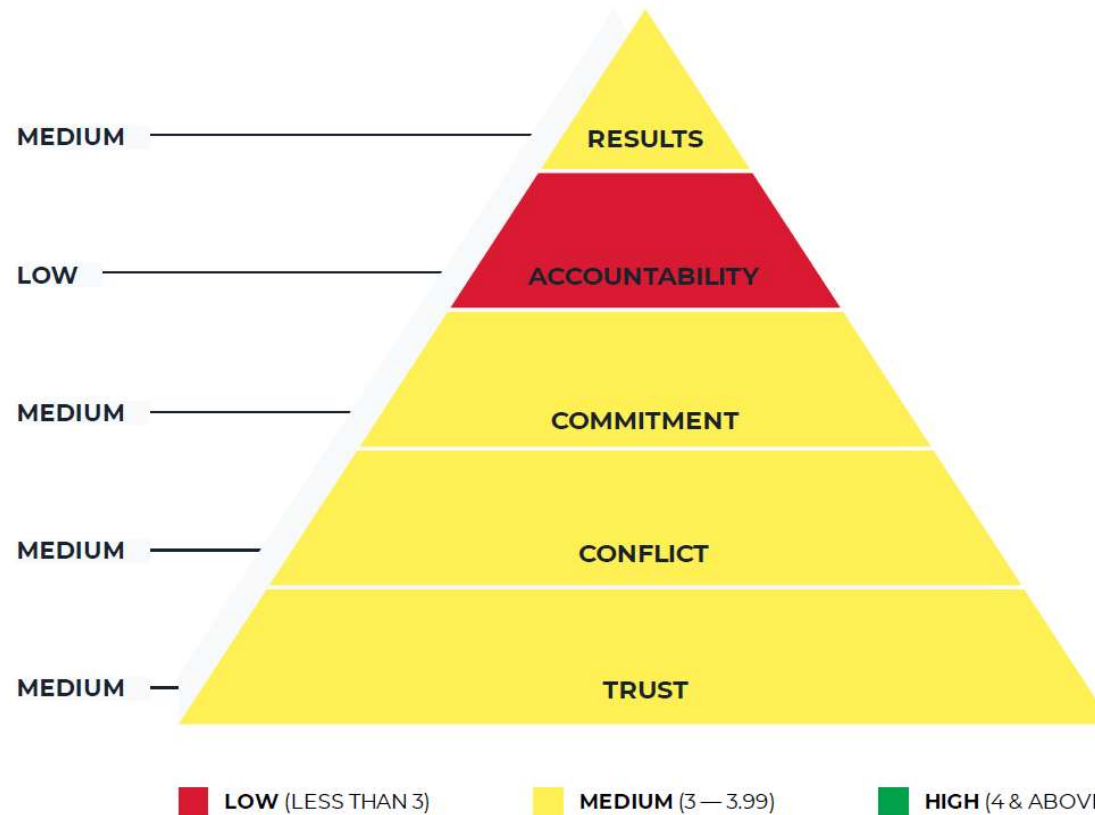
Personal Histories Exercise

- € Where did you grow up?
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Team Effectiveness Exercise

- € What is that person's single most important behavioral quality that contributes to the strength of the team? (That is, their strength.)
- € What is that person's single most important behavioral quality that detracts from the strength of the team? (That is, their weakness or problematic behavior.)

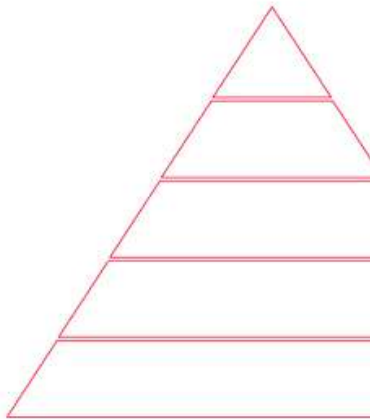
Team Assessment Report



Team Assessment Report

BASED ON THE MODEL IN THE BEST-SELLING
BOOK, *THE FIVE DYSFUNCTIONS OF A TEAM*

A Sample Team from A Sample Company | July 27, 2023



- € Strengths & Gaps
- € Cultural Differences
- € What Builds Each Dysfunction
- € Exercises for Growth

Personality and Behavioral Preference Profiles

- € Caliper
- € CliftonStrengths
- € Culture Index
- € DISC
- € Enneagram
- € Kolbe-A
- € Myers-Briggs
- € Predictive Index

Brené Brown's Work

€Videos

- €The Power of Vulnerability Ted-Talk (2011)

- €The Call to Courage Netflix (2019)

€Book; Dare to Lead

€Workbook; Dare to Lead Read-Along

Brené Brown's Work

- € When was the last time you bravely faced uncertainty, risk, and emotional exposure?
- € What is one way you'll experiment with being more vulnerable at work?
- € What is keeping you as a leader from digging into the fears and concerns of your colleagues and/or teams?

- € Personal Histories Exercise
- € Team Effectiveness Exercise
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Demystifying Vulnerability-based Trust

Be creative in selecting articles, books, videos, podcasts, questions, worksheets, or short readings. If the exercise invites people to share something unflattering, practice confident humility, avoid teasing or weaponizing vulnerability, and remember, the leader always goes first. When those principles are followed, you can't do it wrong.



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