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question would be: They are a disgrace to scientists. To be with all your heart, you need to know a lot about shame. But I was wrong. Understanding shame is only one variable that helps wholeheartedly, a way to involve the world in place of worthiness. In Gifts of Imperfection, I defined ten leadership posts wholeheartedly for life, to the point of what wholeheartedly work to grow and what they work to let go of: •Cultivating authenticity: Letting go What people think • Cultivating self-compassion: Renting a Go of Perfectionism, that point that wholeheartedly works to grow and what they work to let go of: •Cultivating gratitude and joy: letting go of scarcity and Dark fear •Cultivating intuition and usuih : go to the fort of Renting • Cultivating creativity : Letting Go comparison •Cultivating Play and Rest: Letting Go exhaustion as a status symbol and productivity as a self-esteem •Cultivating calm and quiet: letting go of anxiety like lifestyle • Cultivating Meaningful work: Letting Go self-doubt and Should •Cultivating laughter, song and dance: letting go is cool and Always under controlAs I analyzed the data I realized I was about two out of ten in my life when it comes to living wholeheartedly. It was personally devastating. It happened a few weeks before my 40th birthday and caused me to unravel in middle life. As it turns out, getting an intellectual handle on these issues is not the same as life and loving your whole heart. I have written in great detail the gifts of Imperfection about what it means to be wholeheartedly and with this understanding of the spiritual awakening that followed. But what I want to do here is share the concept of wholehearted life and share the five most important topics that emerged from the data and what led me to the breakthrough I share in this book. It gives you an idea of what lies ahead: wholehearted life is about dealing with our lives as a place of worthiness. This means growing the courage, compassion and connection to wake up in the morning and think about whatever you can do and how much is left I'm done. It goes to sleep at night thinking, yes, I'm imperfect and vulnerable and sometimes scared, but it doesn't change the truth that I'm also brave and worthy of love and belonging. This definition is based on these fundamental ideals: •Love and belonging are the irreversible needs of all men, women and children. We are hardwired to connect-this is what gives purpose and meaning to our lives. The lack of love, belonging and connection always leads to suffering. •When you share about the men and women I have interviewed into two groups — those who feel a deep sense of love and belonging, and those who fight for it— there is only one variable that separates groups: those who feel lovable, who love and experience belongings simply believe that they are worthy of love and belongings. They have no better or simpler lives, have no less struggles with addiction or depression, and have not lived fewer traumas or bankruptcies or divorces, but in the midst of all these struggles, they have developed practices that allow them to hold on to the belief that they are worthy of love, belongings and even joy. •A strong belief in our worthiness does not happen easily – it is cultivated when we understand you as choices and everyday practices. •The main concern of men and women with all my heart is to live a life characterised by courage, compassion and communication. •Wholeheartedly, feel vulnerability as courage, compassion and connection. In fact, the will to be vulnerable to the clearest value shared by all the women and men I would describe as wholeheartedly. They attribute everything— from their professional success to their marriages and proudest parenting moments— to their ability to be vulnerable. I had written about the vulnerability of my earlier books; In fact, my thesis even contains a chapter on it. From the very beginning of my investigations, the acceptance of vulnerability emerged as an important category. I also understood the relationship between vulnerability and other emotions studied. But in these previous books, I assumed that relationships with vulnerability and different structures such as shame, belonging and worthiness were a coincidence. It was only after 12 years of deeper and deeper into this work that I finally realized the role of it in our lives. Vulnerability is the core, heart, center of meaningful human experience. This new information personally created a great dilemma for me personally: on the one hand, how can you talk about the importance of vulnerability in an honest and meaningful way without being vulnerable? On the other hand, how can you be vulnerable without sacrificing your legitimacy as a scientist? To be honest, I think emotional availability is a shame to trigger researchers and academics. Very early in our training, we are taught that cool distance and inaccessibility contribute to prestige, and that if you're too relatable, your credentials will be called into question. While called pedantic is an insult in most settings, the ivory tower we are taught to wear a pemetrexed line label like suit armor. How can I risk being really vulnerable and telling stories about my own messy journey through this study without looking like a complete flake? What about my professional armor? My moment of courage in the largely, as Theodore Roosevelt once called on citizens to do, came in June 2010, when I was invited to speak at TEDxHouston. TEDxHouston is one of many independently organized events modeled after a TED nonprofit address to the worlds of technology, entertainment and design dedicated to ideas worthy of distribution. TED and TEDx organizers bring together the world's most exciting thinkers and makers and challenge them to give talk about their lives in 18 minutes or less. TEDxHouston curators were unlike any event organizers I've felt. Bringing shame-and-vulnerability to a scientist makes most organizers a little nervous and forces some to get somewhat more prescriptive about content talk. When I asked tedx's people what they wanted me to talk about, they said, We love your work. Talk about whatever makes you feel awesome-done in your own business. We're grateful to share the day with you. Actually, I don't know how they made the decision to let me do my thing because before that talk I didn't know what it was about. I loved the freedom of this invitation, and I hated it. I was back straddling the tension between obsessing discomfort and finding refuge with my old friends, prediction and control. I decided to do it. To be honest, I had no idea what I was getting myself into. My decision to dare was largely not the result of self-confidence as much as my faith in my research. I know I'm a good scientist, and I trusted that the data conclusions were valid and reliable. Vulnerability would take me where I wanted or maybe needed to go. I'm also convinced myself that it wasn't really a big deal: It's Houston, the hometown crowd. At worst, 500 people plus some watching live streaming think I'm crazy. The morning after the conversation, I woke up with one of the worst vulnerabilities of my life. You know that feeling when you wake up and everything feels fine until the memory of your open washings above you and you want to hide? What did I do? 500 people officially think I'm crazy, and that's totally. I forgot to mention two important things. Did I actually have a slide word breakdown to reinforce a story that I shouldn't have told in the first place? I have to. On. But there was nowhere to run. Six months after the call I received an email from the curators of TEDxHouston congratulating me because my talk was supposed to be featured on the main TED website. I knew it was a good thing, even a coveted honor, but I was terrified. First of all, I just settled on the idea of only 500 people think I'm crazy. Second, in a culture full of critics and cynics, I had always felt safer in my career flying right under the radar. Looking back, I'm not sure how I would have responded to that email I would have known that having a video go viral with vulnerability and the importance of letting myself see would leave me feeling both uncomfortable (and ironically) vulnerable and open. Today, this story is one of the most viewed TED.com, with more than five million hits and translation available in thirty-eight languages. I've never looked at it. I'm glad I did, but it still makes me very uncomfortable. The way I see it, 2010 was the year of TEDxHouston talk, and 2011 was a year of walking talk-word. I criss-crossed the country, talking to groups ranging from Fortune 500 companies, driver coaches and the military to lawyers, parenting groups and school districts. In 2012, I was invited to give another talk at the main TED conference in Long Beach, California. For me, the 2012 talk was my opportunity to share a job that has literally been the foundation and springboard for all my studies—I talked about shame and how we need to understand it and work through it when we really want to dare very much. The experience of sharing my research led me to write this book. After discussions with my publisher about the possibility of a business book and/or parenting book, plus a book for teachers, I realized that there needed only one book because no matter where I went or who I spoke to, the basic issues were the same: fear, disassembly and longing for more courage. My company talks almost always focus on inspired leadership or creativity and innovation. The most important problems that everyone from C-level managers on the frontline people talk to me about the result of breakups, lack of feedback, fear of staying relevant amid rapid change, and the need for clarity in the goal. If we are to revive innovation and passion, we need to revitalise the work humanely. When shame becomes a management style, engagement dies. If failure is not an option, we can forget about learning, creativity and innovation. When it comes to parenting, the practice of framing mothers and fathers as good or bad is both rampant and corrosive-it turns parenting into a shame minefield. The real questions parents should be: Are you engaged? Are you paying attention? If so, plan to make a lot of mistakes and bad decisions. Imperfect parenting moments become gifts kids are watching us try to figure out what went wrong and how we can do better next time. The mandate is not to be perfect and to raise happy children. Perfection doesn't exist, and I've found that what makes kids happy doesn't always make them brave, engaged to adulthood. The same applies to schools. I have not encountered one problem that is not related to any combination of parental, teacher, administrative and/or student dissolution, and a clash of competing stakeholders to define a single objective. I have found that the most difficult and most rewarding challenge of my job is how to be both a mapmaker and a traveler. My maps, or theories, shame on resilience, wholeheartedness and vulnerability have not gained experience on my own trips, but the data I have collected over the last decade-experiences of thousands of men and women who are forging their way towards the direction that I, and many others, want to take our lives. Over the years, I've learned that a confidant and confidant mapmaker is not a fast traveler to make. I tripped and fell, and I find myself constantly needing to change course. And while I try to follow the map I've drawn, there are many times when frustration and self-doubt take over, and I wad up that map and shove it into a junk drawer in my kitchen. It's not an easy journey from excruciatingly subtle, but for me it's worth every step of the way. What we all share in common — which I have spent the last several years talking to leaders, parents and educators — is the truth that forms the heart of this book: what we know is important, but who we are is more important. Being instead of knowing requires showing up and making yourself visible. This requires us to dare to be vulnerable. The first step in this journey is understanding where we are, what we are dealing with and where we need to go. I think we can do it best by exploring our pervasive Ever enough culture. CHAPTER 1SCARCITY: Looking inside our culture never enoughAfter this work over the last twelve years and watching the scarcity drive roughshod over our families, organizations and communities, I would say that one thing we have in common is that we are sick of feeling fear. We really want to be bold. We're tired of a national conversation that focuses on what we should be afraid of? and who should we blame? We all want to be brave. You can't swing a cat without hitting a narcissist. True, it wasn't my most eloquent moment on stage. Nor was it my intention to offend anyone, but when I'm really fired or frustrated, I tend to return to the language instilled in me by generations of Texans who came before me. I swing the cleads, things get stuck in my crawsnes, and I often fix it to come undone. These regressions usually take place at home or when I'm with family and friends, but from time to time, when I feel ornery, they slip on stage. I've heard and used the swinging-cat expression all my life, and it didn't dawn on me that more than a few thousand members of the audience were picturing me by knocking over self-important people with an actual cat. In my defence, in response to numerous emails sent by members of the public who thought animal cruelty was contrary to my message of vulnerability and involvement, I learned that the expression had nothing to do with animals. This is actually a reference to the difficulty of using cat-o'-nine-tails in the narrow quarters of the ship. I know, I know. Not so good. In this particular case, cat-swinging was triggered when a woman in the audience yelled: Kids today think they're so spcial. What makes so many people narcissists? My less-than-stellar response approached smart-alecky: Yes. You can't do cat-by-cat without hitting a narcissist. But it stemmed from the frustration that I still feel when I hear the concept of narcissism thrown around. Facebook is so narcissistic. Why do people think what they're doing is so important? Today's kids are all narcissists. It's always me, me, me. My boss is such a narcissist. He thinks he's better than everyone and always puts other people down. And while laypeople use narcissism as a catchall to diagnose everything from arrogance to rude behavior, scientists and help professionals are testing the concept of elasticity in every way i can think. Recently, a group of researchers conducted computer analysis of three decades of hit songs. Researchers reported a statistically significant trend in narcissism and hostility to popular music. In keeping with their hypothesis, they found a reduction in uses like us and me and me. The researchers also reported a decrease in words related to social connection and positive emotions, and an increase in words associated with anger and antisocial behavior, such as hate or killing. Two scientists from this study, Jean Twenge and Keith Campbell, authors of the book The Narcissism Epidemic, argue that the incidence of narcissistic personality disorder has more than doubled in the United States over the past decade. Based on another good statement from my grandmother, the world seems to be going handbasket. Or is it? Are we surrounded by narcissists? Have we changed the culture of self-insigradable, grandiose people who are only interested in power, success, beauty and being special? Are we so right that we believe that we are better even if we do not actually contribute or achieve something of value? Is it true that we lack the necessary empathy to be compassionate, connected with people? If you're like You're probably going to blink a little bit and think, yes. That's exactly the problem. Not me. of course. But in general... it sounds about right! It's good to have an explanation, especially one that makes us feel better and blames these people. In fact, when I hear people in the narcissism argument, it's usually served as a party of contempt, anger, and judgment. I'll be honest, I even felt those emotions when I wrote that paragraph. Our first inclination is to treat narcissists by cutting them down to size. It doesn't matter when I talk to teachers, parents, CEOs or my neighbors, the answer is the same: These egomaniacs need to know that they're not special, they're not that big, they're not right, and they have to get over themselves. Nobody cares. (This is a G-rated version.) It's getting complicated here. And depressing. And maybe even a little heartbreaking. The theme of narcissism has invaded social consciousness enough that most people correctly associate it with pattern behaviors that include grandeur, a pervasive need for admiration, and a lack of empathy. What almost no one understands is how each severity of this diagnosis is the basis of shame. Which means we do fix it by cutting people down in size and reminding folks of their imperfections and small size. Shame is more likely to be caused by this behavior, not treatment. LOOKING AT NARCISSISM THROUGH THE LENS OF VULNERABILITYDiagnosing and labeling people whose struggles are more environmental or learned than genetic or organic is often far more harmful to healing and change than it is beneficial. And when we have an epidemic, if we don't talk about something physically contagious, the cause is much more likely than a serious problem. Tagging the problem in a way that makes it who people are, not the choices they make will let us all off the hook: Too bad. That's who I am. I'm a big believer in holding people accountable for their behavior, so I'm not talking about blaming the system here. I'm talking about understanding the root cause so that we can deal with the problems. It's often helpful to recognize patterns of behavior and understand what these patterns may be referring to, but it's much different from becoming a defined diagnosis, which is something I believe, and that studies show, often exacerbates shame and prevents people from seeking help. We need to understand these trends and influences, but I think it is much more useful and even transformative in many cases to view patterns of behavior through the lens of vulnerability. For example, when I look at narcissism through a vulnerability lens, I see shame-based fear as common. I fear of never feeling extraordinary enough to notice, be lovable, belong, or cultivate a sense of purpose. Sometimes the simple act of humanizing problems sheds significant light on those light that often goes out for a minute the stigma of etiquette is applied. This new definition of narcissism provides clarity and illuminates both the source of the problem and possible solutions. I can see exactly how and why more people are wrestling, how to believe they are enough. I see cultural messages everywhere that says that ordinary life is a meaningless life. And I see how kids who grow up on a constant diet of reality television, celebrity culture and unsupervised social media can absorb this message and develop a completely skewed sense of the world. I'm only as good as the number I get on Facebook or Instagram.Because we're all vulnerable to the messages that drives these behaviors, this new lens takes away the us-versus-those-damn-narcissists element. I know longing to believe that what I do matters and how easy it is to confuse that drive to be extraordinary. I know how seductive it is to use the measure of celebrity culture to measure the small size of our lives. And I also understand how the sense of grandeur, entitlement and admiration is the just-right balm to alleviate pain is too common and inadequate. Yes, these thoughts and behaviors ultimately cause more pain and lead to more disconnection, but if we hurt and when love and belonging are hanging in balance, we reach for what we think offers us the most protection. There are certainly cases where a diagnosis may be necessary if we want to find the right treatment, but I can't think of one example where we can't benefit from also exploring the fight through lens vulnerability. Something can always be learned when we consider these questions: •What are the messages and expectations that define our culture and how culture affects our behaviour? •How do our struggles and behaviours relate to protecting ourselves? •How is our behaviour, thoughts and emotions associated with the need for vulnerability and a strong sense of worthiness? If we go back to the earlier question of whether we are surrounded by people with narcissistic personality disorder, then my answer is no. There's a powerful cultural impact at the moment and I think the fear of being ordinary is part of it, but I also think it goes deeper than that. To find a source, we have to bypass the name calling and tagging. We have a vulnerability lens zoomed in here with some specific behavior, but when we pull it as wide as we can, the view changes. We are not losing sight of the problems that we have discussed, but we see them as part of a larger landscape. This allows us to the greatest cultural impact of our time — an environment that not only explains what everyone calls the epidemic of narcissism, but also provides a panoramic view of the thoughts, behaviors and emotions that slowly change against who we are and how we live, we love, work, lead, parent, govern, teach and communicate with each other. The environment I'm talking about is our scarcity culture. Scarcity: NEVER ENOUGH PROBLEMA A critical aspect of my job is to find a language that accurately represents data and deeply resonates with participants. I know I'm off when people look like they're pretending to get it, or if they meet my conditions and definitions ah or sounds interesting. Given the subjects I'm learning, I know I'm onto something when people look away, quickly cover their faces with their hands, or answer ai, shut up or get out of my head. The latter is usually how people react when they hear or see a phrase: Never

It only takes a few seconds before people fill in the gaps with their tapes: •Never good enough • Never be perfect enough • Never thin enough • Never powerful enough •Never smart enough • Never be sure enough • Never safe enough •Never be unusual enough We can't have this living scarcity. One of my favorite writers in scarcity is global activist and fundraiser Lynne Twist. In his book Moneyhine, he refers to scarcity as a big lie. She writes: For me, and for many of us, our first waking thought of the day is I couldn't get enough sleep. Next is: I don't have enough time. Whether true or not, that thought is not enough will occur to us automatically before we even think about the question or explore it. We spend most of our hours and days listening, explaining, complaining or worrying about what we don't have enough... Before we even sit in bed before our feet touch the floor, we're already inadequate, already left behind, already losing, already missing something. And by the time we go to bed at night, our minds will be competing with a litany of things we didn't or didn't get that day. We go to sleep loaded with these thoughts and wake up to the reverie of the absence.... This inner condition of scarcity, this mind-set of scarcity, lives at the heart of our jealousies, our greed, our prejudices and our arguments for life.... (43–45). Scarcity is never enough of a problem. The word is scarce from the old Norman French scars, which means limited quantities (approx. 1300). Scarcity thrives in a culture where everyone is hyper-aware of the absence. Everything from safety and love to money and resources seems limited or absent. We spend over time calculating how much we have, we want and not, and how everyone else has, needs and will. What makes this constant assessment and comparison so self-destructive is that we are often compared to our lives, our marriages, our families and our communities inaccessible, media-driven visions of perfection, or we hold our reality against our own fictional story of how great someone is in it. Nostalgia is also a dangerous way of comparison. Think about how often we compare ourselves and our lives with memory that nostalgia is so fully edited that it never really exists: Remember when...? Those were the days ... The source of the scarcityscarcity does not take hold of the culture overnight. But the feeling of scarcity develops in shameful cultures that are deeply steeped and fractured by extinction. (By a shameful culture, I don't mean that we are ashamed of our collective identity, but that there are enough of us struggling with the question of worthiness that it shapes the culture.) Over the last decade, I have seen major changes in the zeitgeist of our country. I've seen this data, and honestly, I've seen this face of the people I meet, interview, and talk about. The world has never been an easy place, but the last decade has been traumatic for so many people that it has made changes to our culture. Since 9/11, multiple wars and recessions, catastrophic natural disasters and an increase in the number of random violence and school shootings, we have survived and survived events that have torn our sense of safety with such force that we have experienced them as trauma, even if we were not directly involved. And as for the incredible number of those who are now unemployed and underemployed, I think that each of us is directly affected or is close to someone who has been directly affected. Worrying about scarcity is a version of our culture of post-traumatic stress disorder. This happens when we've been through too much, and instead of coming together to heal (which requires vulnerability), we're angry and scared and at each other's throats. It's not just a bigger culture that suffers: I found the same dynamics playing out in family culture, work culture, school culture and community culture. And they all share the same shame, comparison and out. Scarcity bubbles up these conditions and perpetuates them until a critical mass of people begin to make different choices and transformation the smaller cultures they belong to. One way to think about the three components of scarcity and how they affect culture is to think about the following questions: When you read questions, it is useful to remember every culture or social system in which you are a part, be it your classroom, your family, your community, or maybe your team: Shame: is the fear of ridicule and belittling accustomed to people and/or keep people in line? Is self-value linked to achievement, productivity or compliance? Are they blaming and pointing fingers at the norms? Are the drop-offs and name-calling rampant? What about favoritism? Is perfectionism a problem? •Comparison: healthy competition can be useful, but is there a continuous covert or hidden comparison and ranking? Is creativity stifled? Have people found one narrow standard, not recognized for their unique gifts and contributions? Is there an ideal way to be or one talent to be used to measure the value of everyone else? •Leaving: are people afraid to take risks or try new things? Is it easier to be quiet than to share stories, experiences and ideas? Does it look like no one's paying attention or listening? Is everyone struggling to be seen and heard? When I look at these questions and think about our larger culture, the media and the social economic landscape, my answers are YES, YES and YES! When I think about my family in the context of these issues, I know that these are the exact questions that my husband, Steve, and I work to overcome every day. I use the word to overcome it because to grow a relationship or raise a family or create an organizational culture or run a school or grow a faith community, all in a way that is fundamentally contrary to cultural norms driven by scarcity, it takes awareness, commitment and work... every day. A bigger culture is always under pressure, and if we're not ready to push back and fight what we believe, the default becomes a state of scarcity. We are called upon to be bolder greatly every time we make choices that call into question the climate of social pearl. The approach to living in scarcity does not mean an ant. In fact, I think abundance and scarcity are two sides of the same coin. The opposite is never enough is not in abundance or more than you could ever imagine. The opposite of scarcity is enough, or what I call wholeheartedly. As I explained in the Introduction, there are many beliefs wholeheartedly, but its very core is vulnerability and worthiness: facing insecurity, exposure and emotional risks, and knowing that I'm enough. If you go back to the three sets of questions of scarcity that I just pose to myself and ask yourself if you'd be willing to be vulnerable or dare to be largely any device defined by these values, the answer for most of us is a resounding no. If you ask yourself if these are the conditions that promote cultivating worthiness, the answer again is no. The biggest victims of scarcity culture are our willingness to have our own vulnerability and our ability to communicate with the world from a place of worthiness. After this work for the last 12 years and watching scarcity drive roughshod over our families, organizations and I'd say one thing we have in common is that we're sick of fear. We all want to be brave. We really want to be bold. We're tired of a national conversation that focuses on what we should be afraid of? and who should we blame? In the next chapter we will talk about the vulnerability myths that fuel scarcity and how courage begins by appearing and letting yourself see. CHAPTER 2 EXPOSING VULNERABILITY MYTHSY yes, we are completely open when we are vulnerable. yes, we're in a torture chamber, which we call insecurity. And yes, we take a big emotional risk if we make ourselves vulnerable. But there is no equation where risk-taking, reducing insecurity and opening up to emotional exposure is tantamount to weakness. The myth #1: VULNERABILITY IS WEAKNESS. The notion that vulnerability is weakness is the most widely recognized myth of vulnerability and the most dangerous. When we spend our lives pushing away and protecting ourselves from feeling vulnerable or considered too emotional, we feel contempt when others are less able or willing to mask feelings, suck it up, and soldier. We have reached a point where, instead of honoring and assessing the vulnerability behind courage and courage, we allow our fear and discomfort to become judgment and criticism. Vulnerability is not good or bad: This is not what we call dark emotion, nor is it always an easy, positive experience. Vulnerability is the core of all emotions and feelings. You feel vulnerable. To believe vulnerability is a weakness is to believe that feeling is weakness. To shut down our emotional lives out of fear that the costs are too high is to walk away from the very thing that gives purpose and meaning to life. The rejection of our vulnerability often stems from the fact that we associate it with dark emotions such as fear, shame, grief, sadness, and disappointment — emotions that we do not want to discuss, even if they deeply influence the way we live, love, work, and even lead. What most of us don't understand and what took me a decade of research to learn is that vulnerability is also the cradle of the emotions and experiences that we crave. Vulnerability is the birthplace of love, belonging, joy, courage, empathy and creativity. It is a source of hope, empathy, responsibility and authenticity. If we want greater clarity about our goal or deeper and more meaningful spiritual life, vulnerability is the way. Make.

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