



Vulnerability as a Strength in Leadership:

Six Practical Ways for Managers to Embrace Vulnerability



For best-selling authors Brené Brown and Simon Sinek, vulnerability is a strength in leadership. Showing vulnerability demands courage, and while this may feel counterintuitive to a traditional understanding of leadership, it can build human connection, authenticity and trust.

The Canada School of Public Service invites managers to explore the powerful idea of vulnerability in leadership. This quick reference tool will help you discover practical approaches to embrace vulnerability and develop as a leader.

360° Feedback



Regularly seek honest feedback (formally or informally) from superiors, peers, and direct reports.

Discuss your current weaknesses, and your plans to address them.

Team Pulse Surveys



Frequent pulse checks can help you discover how team members are feeling, where they are struggling and what supports they need.

Discuss results with the team and pursue solutions.



“Great leaders don't see themselves as great. Great leaders see themselves as human.”

Simon Sinek
[Twitter](#), May 11, 2022



Vulnerability as a Strength in Leadership: Six Practical Ways for Managers to Embrace Vulnerability – Continued



Share Airtime



Great leaders are great communicators who listen actively to others. Give others the opportunity to share their ideas, thoughts and concerns – you will learn something new.

Reverse Mentoring



You cannot be an expert in everything, but there is a lot of expertise on your team. Seek opportunities to learn from junior team members who have recent or specialized knowledge.

Wallet Card



Intellectual humility means respecting other views, letting go of ego, and always considering you could be mistaken. Use a wallet card or other method to serve as a friendly reminder to yourself.

Psychological Safety



Employees should be free to be who they are, without fear of negative consequences. Invite and support others to share their ideas, express uncertainty, ask for help, or admit to struggles – be a role model.



See also

[Vulnerability as a Strength in Leadership: Six Practical Ways for Teams to Embrace Vulnerability](#)



Vulnerability as a Strength in Leadership: Six Practical Ways for Managers to Embrace Vulnerability – Resources



**Want to learn more?
Consult the School's
learning catalogue!**



360° Feedback

Explore our leadership offerings, as well as the services of the Personnel Psychology Centre.

Keywords: 360° feedback; evaluation; performance



Team Pulse Surveys

Check out our job aids for teams who want to design and implement their own pulse surveys.

Keywords: pulse surveys; engagement; workplace wellness



Share Airtime

Look for quick reference tools to learn about active listening and how to better communicate with others.

Keywords: communication; active listening; facilitation



Reverse Mentoring

Discover learning offerings that support mentors and protégés alike.

Keywords: e-mentoring; coaching; growth mindset



Wallet Card

Read the work of Warren Berger, Robert Richard and other experts in this field (online).

Keywords: intellectual humility; self-reflection



Psychological Safety

Look for online courses and job aids that assist managers in addressing psychosocial risks and creating a psychologically healthy workplace.

Keywords: mental health; psychosocial risk factors

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