

TED-Talk from Brene Brown „LISTENING TO SHAME“

Vulnerability is more...

Brene Brown got a lot of offers to speak all over the country – but the business-sector would appreciate it, if she didn't mention vulnerability or shame. The words they used, said in reverse that vulnerability is the birthplace of:

- **innovation**
- **creativity**
- **chance**

vulnerability = courage = shame

*Brene Brown not learned about courage, creativity and innovation from studying vulnerability – she learned these things from studying **shame**.*

*„Shame is to walk in the „swampland of our soul“,
not with the purpose to construct a home and live there,
it's about to put on some galoshes, went through, and find our way out!“*

Shame is the gremlin who says „you not good enough“.

It is not the critic who counts. The credit goes to the man in the arena. If he fails, he does so daring greatly.

Shame and guilt

There is a huge difference between shame and guilt:

- Shame is a focus on self – „I am bad“
- Guilt is a focus on behavior – „I did something bad“

Addiction, depression, violence, aggression, bullying, suicide, eating disorders...

- **Shame** is highly correlated with those things
- **Guilt** is inversly correlated with those things

Shame is organised by gender

- **for women** shame is this web of unattainable conflicting competing expectations about who were supposed to be – „do it all, do it perfectly and never let them see you sweat...“
- **for men** shame is not to be perceived as weak. (Male-norm: emotional control, primacy of work, pursue of status, violence...)

Empathie is the „end“ of shame
