Capability, Vulnerability, Fallibility, and Flexibility

A Permission System for Team Trust

Anjuan Simmons

Trust

firm belief in the reliability, truth, ability, or strength of someone or something.

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File permissions

Read

Grants the permission to read a file

Write

Grants the permission to modify or delete a file

Execute

Grants the permission to run a program or change to a folder

chmod

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Trust permissions

🚀 Capability

🖐 Vulnerability

⚠️ Fallibility

🤟 Flexibility

01 Capability

Permission to be excellent

🐦 @anjuan

Toxic Excellence

🐦 @anjuan

Kim **Perkins**

"If we're learning something and we're floundering a little bit, then we can end up being really unnecessarily hard on ourselves and judging ourselves according to where we stand with others on some made up scale."
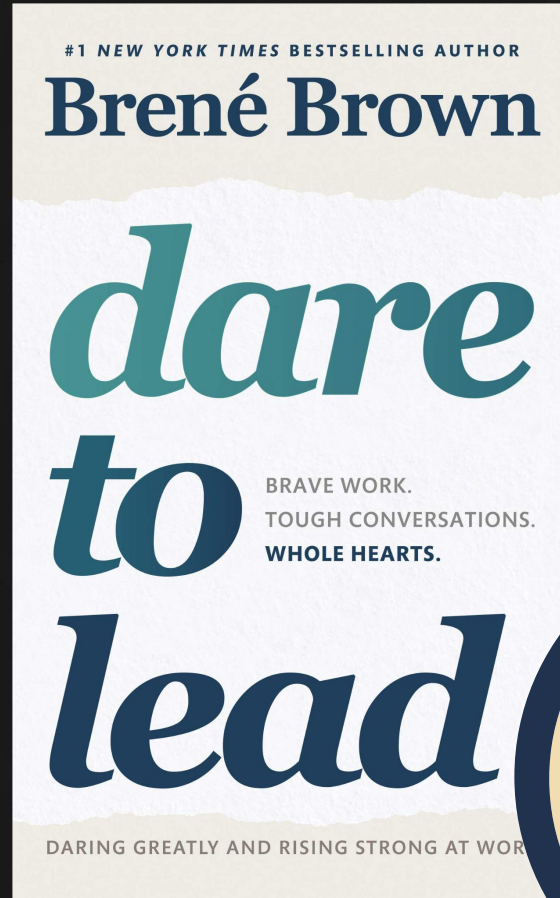
02
Vulnerability

Permission to be human

Brené **Brown**

"– the feeling we get during times of uncertainty, risk, or emotional exposure."

#1 NEW YORK TIMES BESTSELLING AUTHOR

Brené Brown

dare to lead

BRAVE WORK.
TOUGH CONVERSATIONS.
WHOLE HEARTS.

DARING GREATLY AND RISING STRONG AT WOR

- (super vulnerable time here, ok, deep breath, ok, I can do it, deep deep breath...) I have a slight stutter that I've managed since childhood. It's (I hope) nearly imperceptible, but I can sometimes stumble over my words or have moments of disfluency. I may also start saying one word, realize I'll stutter if I say it, and then quickly switch to another word. My desire to not be shackled by my fear of stuttering in front of people is a big reason I became a public speaker.

Therapy at Work

🐦 @anjuan

03

Fallibility

Permission to make mistakes

Suzan **LeVine**

"Failure is just another word for growing. And it's only failure if you don't get back up."
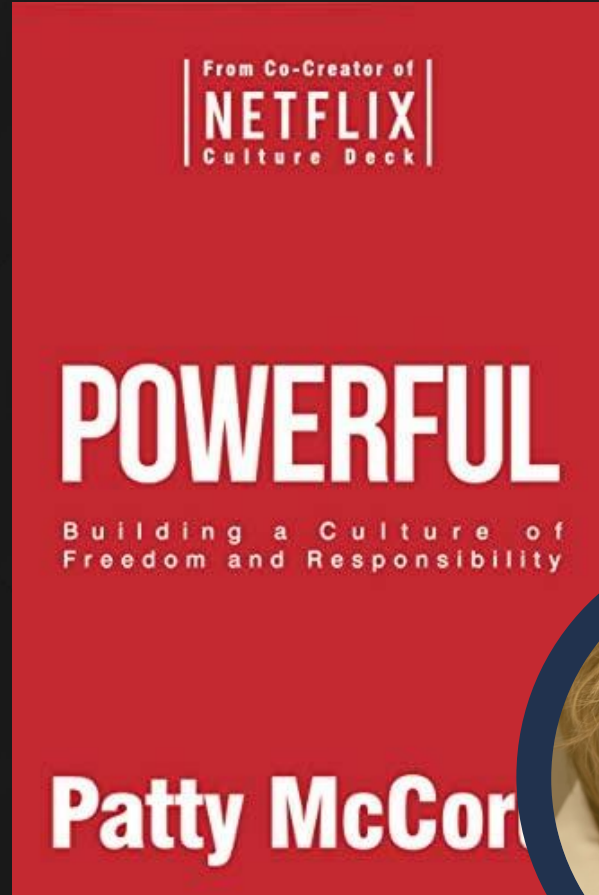
Company Child

04

Flexibility

Permission to make choices

Anything Goes

Permissions for **team trust**

Capability
Permission to be excellent

Vulnerability
Permission to be human

Fallibility
Permission to make mistakes

Flexibility
Permission to make choices

@anjuan