

# 3 on 13

3 things from EP  
to make life  
better.

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Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to [3on13@epinc.com](mailto:3on13@epinc.com)**

## 1 | Image is... Everything?

Most of us are familiar with the concept of putting our best foot forward, and many of us take that idea one step further by working hard to present ourselves as confident, highly competent professionals. But how does that always-strong-always-knowledgeable image we work to create play with being authentic to those around us? Short answer: it doesn't.



In last month's Harvard Business Review, Li Jiang, Maryan Kouchaki, and Leslie K. John authored "[Why Leaders Should Be Open About Their Flaws,](#)" detailing their studies on how leaders who willingly disclosed weaknesses came across as authentic, and generated good will and trust along the way. The article states that, "It matters not only that you share your true self, but that you do so when you have a lot at stake." (Note: one key to the findings was that revealing personal foibles builds trust; revealing serious personal shortcomings did not.)

And while the research findings are clear and consistent, we still struggle to let our employees and colleagues see "behind the curtain." We're guarded, we worry about being seen as weak, or not having all the answers. Effective leaders work to open themselves to being vulnerable — even a bit at a time — and to sharing human, relatable flaws. The result? Stronger trust, stronger relationships, and stronger teams.

## 2 | Handle Hard Better

If you're not familiar with Duke University Women's Basketball Coach [Kara Lawson](#), take the time to learn about her right now. Lawson played collegiately at Tennessee under legendary coach Pat Summit. She's an Olympic gold medalist, WNBA champion, broadcaster, and former NBA assistant coach. And her approach to coaching, and to developing leaders among her players, is insightful and inspiring.

The following motivational chats are quick and will definitely jump-start your thinking. Short on time? Just watch the first one, which clocks in at a mere 2:49...

[Handle hard better](#): A great reminder to shift your thinking. "If there's any meaningful pursuit in your life, it'll never be easy." [Hard work vs. competing](#): Think they're the same? Think again. [Committing to each other](#): What's it take? It starts with time.



## 3 | Odds and Ends



- [Start Wasting Time](#). Better yet, start wasting time *together*. Plan that offsite carefully, but make it happen.
- Yeah, yeah... it's Valentine's Day tomorrow. Need a last-minute idea? Have [ChatGPT](#) write a sonnet for your sweetheart in the style of Busta Rhymes!



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