

# KEY TAKEAWAYS

- Intellectual bullying is just insecurity in disguise. People who do it are terrified of being intellectually inferior and that someone might "prove" they are smarter. They created a false sense of confidence that is built around their intellect.
- There's a general notion that if you have a high IQ, you're incapable of relating to people—this is an excuse that only justifies the behavior, and is not true.
- If you think the world is out to get you, for example, your brain will find ways to support this idea. On the other hand, if you think the world is a great place and people are fundamentally good, that's what you'll see.

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- People have routine behaviors and patterns that run inside your mind all the time, almost like a computer program. These patterns dictate how you interact with the world and with yourself.
- Many people think these neural pathways are locked in place and they are hardwired to think and act the way they do. This isn't true.
- We can rewire our brains and replace old programs (pathways) with new ones. We can reprogram our brains.
- This is the first step we have to take on our journey to becoming better technical leaders