



EPISODE TWENTY-FIVE **Take Two** WITH CHRIS MCCARTHY

The best disruptors like to iterate as much as they can to perfect an idea—or at least create a minimum viable product. So, it wasn't a total shock when Chris McCarthy, vice president of strategy and design for Hopelab and founder of the Innovation Learning Network, asked us to re-record his podcast episode. In this second take, we go meta and get uncomfortable, diving deep into Chris's mindset of embracing the mess and bringing it all to the table—your best intellect, your whole heart, everything—and being willing to endure pain in order to heal deep wounds.



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[Chris McCarthy](#)

THEMES & INSIGHTS

1. Innovation leaders embrace the mess. Beyond bringing your best intellect, you also need to bring your heart into what you do.
2. To heal deep-seated wounds, you need to be willing to get hurt. You need to be comfortable with being uncomfortable.
3. Take twos or take threes are normal. Allow yourself to iterate, no matter how many times it takes to reach your goal.

COMBUSTION QUOTES

- 🔥 "So much of the ability to embrace the mess has to do with leading from both the heart and the mind."
- 🔥 "When you think about right now in 2020, as we're dealing with wounds that are part of this country's fabric for hundreds of years, boy, we really need to be comfortable with being uncomfortable for a long time. This is gonna be work for us, to really raise the justice and equity across our organizations, and it may even hurt a little bit, too. And that's okay. When we work out, our muscles hurt. But pain isn't always bad."
- 🔥 "Even I, who have been living in this innovation space for 20 years, who teach people to be comfortable with failure and learning and moving on and asking questions ... it took a very simple moment to remind me that I too am allowed to do that and need to do that. And, you know, I think part of the challenge, part of the barrier, is that we're all trained for perfection."

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