

*dare to lead*TM

Based on the research of Brené Brown

Tough Conversations

"We avoid tough conversations, including giving honest, productive feedback."

Fears and Feelings

"Rather than spending a reasonable amount of time proactively acknowledging and addressing the fears and feelings that show up during change and upheaval, we spend an unreasonable amount of time managing problematic behaviors."

Corroding Trust

"Diminishing trust caused by a lack of connection and empathy."

Stuck in Setbacks

"We get stuck and defined by setbacks, disappointments, and failures, so instead of spending resources on clean-up to ensure that consumers, stakeholders, or internal processes are made whole, we are spending too much time and energy reassuring team members who are questioning their contribution and value."

Lack of Innovation

"Not enough people are taking smart risks or creating and sharing bold ideas to meet changing demands and the insatiable need for innovation."

Problem Solving | Action Bias

"When something goes wrong, individuals and teams are rushing into ineffective or unsustainable solutions rather than staying with problem identification and solving. When we fix the wrong thing for the wrong reason, the same problems continue to surface. It's costly and demoralizing."

Inclusivity, Diversity and Equity

"People are opting out of vital conversations about diversity and inclusivity because they fear looking wrong, saying something wrong, or being wrong. Choosing our own comfort over hard conversations is the epitome of privilege, and it corrodes trust and moves us away from meaningful and lasting change."

Shame and Blame

"Too much shame and blame, not enough accountability and learning."

Gauzy Values

"Organizational values are gauzy and assessed in terms of aspirations rather than actual behaviors that can be taught, measured, and evaluated."

Perfectionism

"Perfectionism and fear are keeping people from learning and growing."

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4 Skillsets of Courage. Courage is Contagious!

Rumbling with Vulnerability
Living into our Values
BRAVING Trust
Learning to Rise

Notes!

Notes!

- me!
- **Boundaries**
 - **Reliability**
 - **Accountability**
 - **Vault**
 - **Integrity**
 - **Non-Judgment**
 - **Generosity**

Team

when you think about BRAVING and 2021, what are specific actions you can take to live and work with hope and kindness, trust and connection?