

dare
to
*lead*TM

BASED ON THE RESEARCH OF
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2023

Brave Leaders & Courage Cultures

THE FOUR SKILL SETS OF COURAGE

- 1. Rumbling with Vulnerability*
- 2. Living Into Our Values*
- 3. BRAVING Trust*
- 4. Learning to Rise*

THE HEART OF DARING LEADERSHIP

“A leader is anyone at any level who takes responsibility for finding the potential in people and processes and has the courage to develop that potential.” -Brené Brown

1. You can't get to courage without rumbling with vulnerability.

Embrace the suck.

2. Self-awareness and self-love matter.

Who we are is how we lead.

3. Courage is contagious.

To scale daring leadership and build courage in teams and organizations, we must cultivate a culture in which brave work, tough conversations, and whole hearts are the expectation, and armor is not necessary or rewarded.



COURAGE SKILL SET #3

BRAVING Trust

BRAVING DEFINITIONS

The acronym BRAVING breaks down trust into seven elements:

BOUNDARIES, RELIABILITY, ACCOUNTABILITY, VAULT, INTEGRITY, NONJUDGMENT, AND GENEROSITY.

BOUNDARIES: Setting boundaries is making clear what's okay and what's not okay, and why.

RELIABILITY: You do what you say you'll do. At work, this means staying aware of your competencies and limitations so you don't overpromise and are able to deliver on commitments and balance competing priorities.

ACCOUNTABILITY: You own your mistakes, apologize, and make amends.

VAULT: You don't share information or experiences that are not yours to share. I need to know that my confidences are kept, and that you're not sharing with me any information about other people that should be confidential.

INTEGRITY: Choosing courage over comfort; choosing what's right over what's fun, fast, or easy; and practicing your values, not just professing them.

NONJUDGMENT: I can ask for what I need, and you can ask for what you need. We can talk about how we feel without judgment.

GENEROSITY: Extending the most generous interpretation to the intentions, words, and actions of others.

The BRAVING Inventory can be used as a rumble tool—a conversation guide to use with colleagues that walks us through the conversation from a place of curiosity, learning, and ultimately trust-building.



RUMBLING WITH LIVING BIG

Do you believe that people are doing the best they can? Why or why not?

Think of a person you constantly find yourself judging – someone whose choices, values, and/or behaviors you find annoying or unacceptable. What specifically drives your judgment?

What would it mean for you (not them) if they are doing the very best they can?

BOUNDARIES: getting clear on what's okay and what's not okay

INTEGRITY: choosing courage over comfort; choosing what is right over what is fun, fast, or easy; and choosing to practice our values rather than simply professing them

GENEROSITY: working from assumptions and intentions of compassion and grace

What boundaries do I need to put in place so I can work from a place of integrity and extend the most generous interpretations of the intentions, words, and actions of this person?

Keep in mind the barriers to BIG:

- 1. Perfectionism**
- 2. Grief**
- 3. Fear**
- 4. Self-Judgment**

