

Dare To Lead by Brene Brown

- 💡 I know that time is my most coveted and most unrenewable resource
- 💡 I chase courage, connection and meaning
- 💡 The courage to be vulnerable is not about winning or losing, but rather the courage to show up when I can't predict or control the outcome
- 💡 I stay calm under pressure and the weight of continuous problem solving and decision making
- 💡 I take responsibility for finding the potential in people and processes, and have the courage to develop that potential
- 💡 I stay curious and keep showing up, so barriers and obstacles don't have the power to stop me from being brave
- 💡 The way to move information from my head to my heart is through my hands
- 💡 I start with people where they are
- 💡 I understand connection, so I understand how shame can unravel it in a split second
- 💡 Vulnerability is the biggest barrier to almost everything I want from my life (especially courage) - what stands in the way becomes the way
- 💡 I choose hard conversations over comfort - building trust and moving toward meaningful and lasting change
- 💡 I fix the right things for the right reasons - staying with problem identification long enough to execute effective solutions
- 💡 I practice the art of the rumble: discussion, conversation or meeting defined by commitment to lean into vulnerability, to stay curious and generous, to stick with the messy middle of problem identification and solving, to take a break and circle back when necessary, to be fearless in owning my parts and to listen with the same passion with which I want to be heard.
- 💡 I rumble with vulnerability to get to courage - embracing the suck
- 💡 My ability to be a daring leader is defined by my capacity for vulnerability
- 💡 I am how I lead - self-awareness and self-love matter
- 💡 I practice shedding my armor - the thoughts, emotions and behaviors that I use to protect myself when I am not willing or able to rumble with vulnerability
- 💡 I create a culture in which people feel safe, seen, heard and respected
- 💡 I care for and am connected with the people that I lead
- 💡 If I am brave enough, I will fall; I know I will eventually fail, and I'm still all in
- 💡 Vulnerability as the emotion that I experience during times of uncertainty, risk and emotional exposure
- 💡 I have the courage to show up when I can't control the outcome
- 💡 I am not open to the feedback or criticism of those not in the arena; I avoid cheap-seats feedback and stay armor-free
- 💡 I am grateful for feedback from those who matter; and hold onto it until I learn from it
- 💡 I own my vulnerability and "do it" consciously - understanding how it drives my thinking and behavior so I can stay aligned with my values and live in my integrity
- 💡 To grow up is to accept my vulnerability
- 💡 I choose interdependence over independence
- 💡 I earn trust in small moments that matter - through paying attention, listening and gestures of genuine care and connection
- 💡 I create a safe psychological space by naming unspoken emotions and asking what others need in order to feel open and secure
- 💡 I avoid judgment, unsolicited advice, interrupting and breaking confidence
- 💡 I practice listening, staying curious, being honest and keeping confidence
- 💡 I lean into situations that make me feel uncertain, at risk or emotionally exposed - this is how I grow and own vulnerability
- 💡 I set boundaries by making clear what's okay and what's not okay
- 💡 I am not necessarily a thinking machine, but rather a feeling machine that also thinks
- 💡 I am clear and kind in my communications with others
- 💡 I leverage permission slips during meetings in order to increase accountability and support
- 💡 I maintain faith that I will succeed (gritty faith) and the discipline to confront my current reality (gritty facts)
- 💡 I am a brave leader willing to apologize and make amends
- 💡 I invest a reasonable amount of time attending to fears and feelings so that I can avoid squandering unreasonable amounts of time trying to manage ineffective and unproductive behavior
- 💡 When in crucial conversations with others, I allow for their emotions and set responsible boundaries regarding what is okay vs. not okay
- 💡 I cannot both serve people and try to control their feelings
- 💡 No matter what gets done and how much is left undone, I am enough
- 💡 I am imperfect and vulnerable and sometimes afraid, but that doesn't change the truth that I am brave, and worthy of love and belonging
- 💡 When my heart is open and free and I'm connected to my emotions and understand what they're telling me, new worlds open up for me, including better decision making and critical thinking and the powerful experiences of empathy, self-compassion and resilience
- 💡 I am willing to rumble with vulnerability, live into my values, build trust and learn to reset
- 💡 I encourage starting meetings with a gratitude check to build trust and connection
- 💡 I leverage tools and practices to lean into pain and discomfort - looking for understanding, new lessons and the opportunity to renew my spirit
- 💡 I seek real comfort and renewal over numbing with shadow comforts
- 💡 I maintain a "strong back" of grounded confidence and boundaries, a "soft front" of vulnerability and curiosity and a "wild heart" of resistance to BS
- 💡 I am fierce AND kind; contributing far more than I criticize
- 💡 I speak courageously - saying what I mean and meaning what I say; without cynicism or sarcasm
- 💡 I cultivate hope by establishing realistic goals, creative pathways and resolute belief that I will arrive
- 💡 I know that tomorrow will be better than today
- 💡 I reward clarity, kindness and real conversation
- 💡 I catch people doing things right - it's much more powerful than collecting behaviors that are wrong
- 💡 I hold myself responsible for adding texture and meaning to work and tying smaller tasks to the larger purpose
- 💡 I leverage the TASC approach (Task, Accountability, Success, Checklist) to empower task owners
- 💡 I cultivate sleep and play to balance my pursuit of success
- 💡 I stay open to learning about my own biases and blind spots
- 💡 I often stop and breathe - to bring clarity and awareness to what I'm trying to accomplish or avoid - then get clear about what needs to be done to step into vulnerability
- 💡 I embrace my struggles and use what I've survived to be more compassionate and empathetic
- 💡 I'm aware if my "unwanted identities" and how they elicit shame and undermine my vision of my ideal self

- 💡 I talk about shame (fear of disconnection) so that it doesn't control my life
- 💡 Connection is why I'm here - and is what gives purpose and meaning to my life
- 💡 I embrace empathy as a means to eliminate shame - which drives most unethical behavior
- 💡 I am emotionally literate - able to recognize and name subtle changes in myself and others
- 💡 I understand and communicate my understanding of others' feelings by staying in touch with my own
- 💡 I make tough people decisions and am tender in implementing them; helping others to maintain dignity
- 💡 I use stories to normalize shame, create connection and build trust
- 💡 I practice authenticity and self-compassion when I experience shame, move through the experience without sacrificing values and come out the other side with more courage, compassion and connection
- 💡 I recognize empathy (connecting to the emotion of another's experience) as infinite and renewable; the more I give, the more I have
- 💡 I choose empathy - and have ready access to my experiences so that I can authentically match others' feelings and honor their perspective as truth
- 💡 I eliminate judgment of others by staying aware of where I am most vulnerable to my own shame or struggle
- 💡 I pay attention to what is happening during conversations: my feelings, my body language and those of the other person
- 💡 During conversations, I engage, stay curious and connected; and pay attention to what is happening with our feelings and body language
- 💡 I practice empathy every day, screw it up, circle back, clean it up and try again
- 💡 I own my part and avoid taking responsibility for others' words or behaviors
- 💡 I talk to myself the way I'd talk to someone I love
- 💡 I trade my heavy, suffocating armor that keeps me small for grounded confidence that lifts me (and others) up and supports our efforts to be brave
- 💡 I teach courage, praise effort and model grit
- 💡 I develop fundamental skills through disciplined practice (especially rumbling with vulnerability) to give myself the strength, emotional stamina and confidence to dare greatly
- 💡 In crucial conversations, I stay grounded in confidence, tethered to my values, responding rather than reacting emotionally and operating from self-awareness rather than from self-protection
- 💡 I am learning that Grounded Confidence = Rumble Skills + Curiosity + Practice
- 💡 I spend more time on problem identification and articulation than on solutioning
- 💡 I leverage rumble starter questions & statements like: "The story I'm telling myself is...", "I'm curious about...", "Tell me more...", "That's not my experience", "I'm wondering...", "Help me understand...", "Walk me through...", "Tell me why this doesn't fit / work for you" and "What problem are we trying to solve?"
- 💡 To induce curiosity in others, sometimes I may need to prime the pump and teach them something first
- 💡 Curiosity and knowledge-building go together: the more I know, the more I want to know
- 💡 I simply read outcomes as outcomes with no judgment and a focus on learning and quickly improving
- 💡 What did we set out to do? What happened? What did we learn? How fast can we improve?
- 💡 I practice vulnerability, self-awareness and navigating tough conversations
- 💡 I share my stories to help others understand my purpose, passion and commitments
- 💡 I'm committed to tackling problems that threaten our mission, vision and values; and I challenge others to call out the culture killers in our organization
- 💡 I operationalize my values into teachable and observable behaviors
- 💡 I know that in most difficult situations, there are only 8-20 seconds of intense discomfort
- 💡 I expect to experience the extraordinary in the ordinary
- 💡 During crucial conversations, I put issues out front instead of in-between; enabling us to look at the problem from the same perspective
- 💡 I communicate "something needs to change" rather than "you're wrong"
- 💡 I own my part of every issue - because we all contribute every time
- 💡 I stay aligned to my values in all conversations and interactions
- 💡 I take feedback well - regardless of how it is delivered - and apply it productively
- 💡 I'm brave enough to listen; There's something to learn here; This is the path to Mastery
- 💡 I listen, integrate feedback and reflect it back with accountability
- 💡 I stay connected, courageous, authentic and curious during each interaction
- 💡 I don't fully see people until I know their values - which leads to much richer conversations
- 💡 I extend the most generous interpretation possible to the intentions, words and actions of others
- 💡 Trust is choosing to risk making something I valuable vulnerable to another person's actions
- 💡 I know that Trust is the one thing that changes everything; it's not a nice-to-have, but rather a must-have that makes all things possible
- 💡 I know that Integrity is choosing courage over comfort; what's right over what's fun, fast or easy; practicing values over just professing them
- 💡 I leverage integrity partners to make positive changes
- 💡 I ask for help - which is a power move that clears the way for my capacity and skill set to be stretched
- 💡 Whenever I feel resentful, judgmental or like withdrawing, I first ask myself if I'm the problem
- 💡 It's easy to assume positive intent when I do my part to set others up for success
- 💡 I create the time, space and intention to talk about trust in a way that's productive and actionable
- 💡 I make small and doable promises to myself that are easy to fulfill until I get a flywheel of reliability going again
- 💡 I commit to building trust and connection with the people I work with each day by simply engaging with them for a few minutes on a personal level
- 💡 I am more likely to engage in courageous behaviors because I know how to get back up
- 💡 I expect to be brave, which means that I should expect to fall - I have a plan
- 💡 I immediately recognize when I'm emotionally hooked by something (cue) - then take a deep breath and get curious about it
- 💡 I minimize anger, blame and avoidance as self-protection - learning to say "I'm hurt" instead of "I don't care"
- 💡 I breathe to recapture calm - creating perspective and mindfulness while managing emotional reactivity
- 💡 I seek clarity to reduce story making, confabulations and conspiracy theories
- 💡 I regularly ask myself if taking something on moves me closer to what brings me joy and meaning
- 💡 The cave I fear to enter holds the treasure I seek