



Dare to Lead

By Brene Brown

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Part 1 - Vulnerability

Vulnerability is the emotion that we experience during times of uncertainty, risk, and emotional exposure.

6 Myths of Vulnerability

1. Vulnerability is weakness
2. I don't do vulnerability
3. I can go it alone
4. You can engineer the discomfort out of vulnerability
5. Trust comes before vulnerability
 - "Trust and vulnerability grow together, and to betray one is to destroy both."
6. Vulnerability is disclosure

Courage and Vulnerability *always* go together



Vulnerability is not weakness;
it's our greatest measure of *courage*.
- Brené Brown

Section 2 - Courage

“The cave you fear to enter holds the treasure you seek.”

It is courageous to be able to give and take feedback gracefully. “Clear is kind, unclear is unkind.”

Rumble- a discussion, conversation, or meeting defined by a 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 our parts, and to listen with the same passion with which we want to be heard.

Discussion question: How can you integrate rumbling into a classroom, and what tools can you use to make this easier for students?



Section 3 - Armory

16 cases of armored leadership from Brown's research and the daring leadership responses. → → → → →

An armored person is someone putting up their guard and acting from that. It is a form of self preservation.

Discussion Question: Describe a classroom situation that, you, as a teacher, may lean more towards an armored leader, but should strive for a daring leader.

Describe a classroom situation that this may happen to a student.

ARMORED

LEADERSHIP

1. DRIVING PERFECTIONISM AND FOSTERING FEAR OF FAILURE
2. WORKING FROM SCARCITY AND SQUANDERING OPPORTUNITIES FOR JOY AND RECOGNITION
3. NUMBING
4. PROPAGATING THE FALSE DICHOTOMY OF VICTIM OR VIKING, CRUSH OR BE CRUSHED
5. BEING A KNOWER AND BEING RIGHT
6. HIDING BEHIND CYNICISM
7. USING CRITICISM AS SELF-PROTECTION
8. USING POWER OVER
9. HUSTLING FOR OUR WORTH
10. LEADING FOR COMPLIANCE AND CONTROL
11. WEAPONIZING FEAR AND UNCERTAINTY
12. REWARDING EXHAUSTION AS A STATUS SYMBOL AND ATTACHING PRODUCTIVITY TO SELF-WORTH
13. TOLERATING DISCRIMINATION, ECHO CHAMBERS, AND A "FITTING IN" CULTURE
14. COLLECTING GOLD STARS
15. ZIGZAGGING AND AVOIDING
16. LEADING FROM HURT

DARING

LEADERSHIP

1. MODELING AND ENCOURAGING HEALTHY STRIVING, EMPATHY, AND SELF-COMPASSION
2. PRACTICING GRATITUDE AND CELEBRATING MILESTONES AND VICTORIES
3. SETTING BOUNDARIES AND FINDING REAL COMFORT
4. PRACTICING INTEGRATION - STRONG BACK, SOFT FRONT, WILD HEART
5. BEING A LEARNER AND GETTING IT RIGHT
6. MODELING CLARITY, KINDNESS AND HOPE
7. MAKING CONTRIBUTIONS AND TAKING RISKS
8. USING POWER WITH, POWER TO, AND POWER WITHIN
9. KNOWING OUR VALUE
10. CULTIVATION COMMITMENT AND SHARED PURPOSE
11. ACKNOWLEDGING, NAMING, AND NORMALIZING COLLECTIVE FEAR AND UNCERTAINTY
12. MODELING AND SUPPORTING REST, PLAY, AND RECOVERY
13. CULTIVATING A CULTURE OF BELONGING, INCLUSIVITY, AND DIVERSE PERSPECTIVES
14. GIVING GOLD STARS
15. STRAIGHT TALKING AND TAKING ACTION
16. LEADING FROM HEART

Section 4 - Shame and Empathy

Shame - “intensely painful feeling or experience of believe that we are flawed and therefore unworthy of love, belonging, and connection”



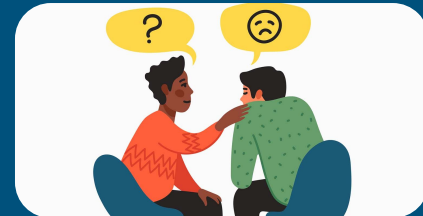
What is an example of shame or a shame trigger in the classroom that a student may have?

What is an example of shame that may occur among teachers in a school?

Empathy - “not connecting to the experience, it’s connecting to the emotions that underpin an experience”

5 empathy skills

1. See the world as others see it.
2. Be nonjudgmental.
3. Understand the feelings of others.
4. Communicate the understanding of the feelings of others.
5. Mindfulness - paying attention to what’s happening around you, to your body and feelings.



With the examples of shame discussed earlier, how can you, as a teacher, approach the situation or student with empathy?

Section 5 - Curiosity and Grounded Confidence

Curiosity - Act of vulnerability and courage - correlated with intelligence, creativity, memory and improved learning, and problem solving.

Curiosity Rumble starters and questions:

1. The story I make up...
2. I'm curious about...
3. Tell me more about...
4. That's not my experience
5. I'm wondering...
6. Help me understand...
7. Walk me through...
8. Tell me why this works for you / why this doesn't work for you
9. What problem are we trying to solve?
10. Etc.

**Grounded Confidence =
Rumble Skills + Curiosity + Practice**

Part 2 - Braving Trust

3 Step Process

1. You can't live into values you can't name.
2. Walk the talk.
3. Empathy and self-compassion.

7 Behaviors that create Trust - Acronym BRAVING

Boundary Setting

Reliability

Accountability

Vault-closing

Integrity

Non-judgement

Generosity

Part 3 - Learning to Rise

Boundaries: you're clear about what's okay and what's not

Reliability: if you make mistakes, admit it, apologize. And make amends

Accountability: if you make mistakes, admit it, apologize, and make amends.

Vault: you don't share confidential information, and don't let others share confidential information about someone else with you.

Integrity: you choose courage over comfort.

Non Judgment: you can always ask for something, and others can ask you.

Generosity: you interpret the words and behavior of others from the viewpoint of generosity.