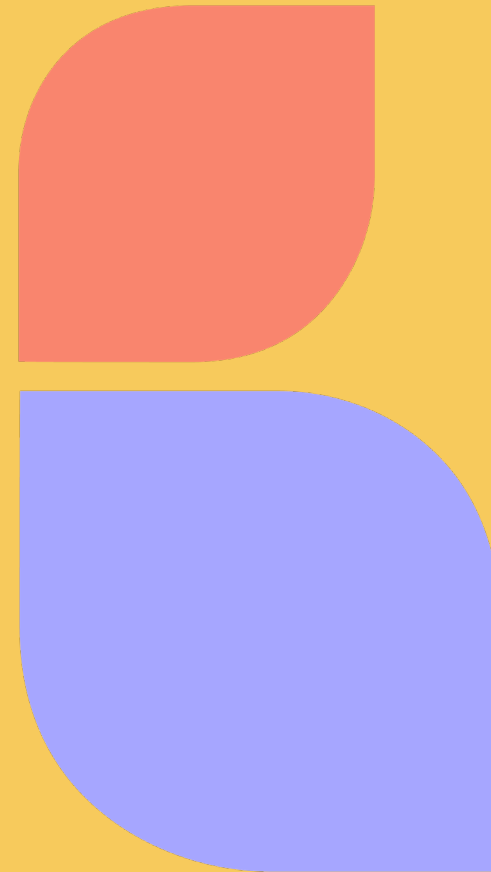




*dare to lead*<sup>TM</sup>  
*Based on the research of Brené Brown*



natalie johnson  
Chief Visionary  
Performance Coach  
VidI Work



A group of people, likely students or participants in a workshop, are shown from the chest up, with their hands raised in the air. They are in a dimly lit room, possibly a classroom or meeting space. The background is blurred, focusing attention on the hands and the text overlay.

# Permission Slips

What do you need to give yourself permission to do, feel or not do in order to show up for this learning experience?

# **7- Year Leadership Study**

**Rice University**

**Kellogg School of  
Management**

**Wharton School of  
Business**

# Courage





**Rumbling with  
Vulnerability**

**Living Into your Values**

**BRAVING Trust**

**Learning to Rise**



# Leader



Anyone who takes responsibility for finding the potential in people and processes and has the courage to develop that potential.

**It's not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better.**

**The credit belongs to the man who is in the arena, whose face is marred by dust and sweat and blood; who strives valiantly...**

**Who at the best knows in the end the triumph of high achievement, and who at worst, if he fails at least fails while daring greatly.**

- Theodore Roosevelt

**Armor**  
What we do to self  
protect when we are  
afraid



# Lean Into Vulnerability





# **Vulnerability**

Uncertainty,  
risk and  
emotional  
exposure



**A rumble** is 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, as psychologist Harriet Lerner teaches, to listen with the same passion with which we want to be heard.

# Living Into Your Values

Accountability	Achievement	Adaptability	Adventure	Ambition		
Authenticity	Balance	Beauty	Belonging			
Career	Caring	Collaboration	Commitment			
Community	Compassion	Competence	Confidence			
Connection	Contentment	Contribution	Courage	Creativity		
	Curiosity	Dignity	Diversity			
Environment	Efficiency	Equality	Ethics	Excellence		
Fairness	Faith	Family	Financial			
stability	Forgiveness	Freedom	Friendship	Generosity		
Giving back	Grace	Gratitude	Growth	Harmony		
Health	Home	Honesty	Hope	Humility		
Humor	Inclusion	Independence	Initiative	Integrity		
Intuition	Job security	Joy	Justice	Kindness		
Knowledge	Leadership	Learning	Legacy	Leisure	Love	Loyalty
Making a difference	Nature	Openness	Optimism	Order	Patience	
Patriotism	Peace	Perseverance	Power	Pride		
Recognition	Reliability	Resourcefulness	Respect	Responsibility		
Risk -taking	Safety	Security	Self-discipline	Self-expression		
Self-respect	Serenity	Service	Success	Simplicity	Spirituality	
Sportsmanship	Stewardship	Trust	Truth	Teamwork	Time	
Tradition	Travel	Usefulness	Vision	Vulnerability	Understanding	
Uniqueness	Wholeheartedness	Wisdom				
Wealth	Well-being					

# Values

---

Does this define  
me?

---

Is this who I am  
at my best?

---

Is this a filter I  
can use to make  
hard decisions?

# Operationalizing Values



**BRAVING**



**TRUST**

Who would you like to build more trust with?



# Boundaries

A white picket fence with a green hedge in front of it, set against a sky with dramatic, colorful clouds.

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 priorities.



# Accountability

A close-up photograph of two hands shaking, symbolizing agreement or accountability. The hands are of different skin tones, one lighter and one darker, and are clasped together in a firm grip. The background is dark, making the hands the central focus.

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  
judgement.



# Generosity



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

A tropical sunset scene with palm trees silhouetted against a bright orange and yellow sky. A yellow rectangular box is centered horizontally across the middle of the image, containing the text "Learning To Rise" in a bold, black, sans-serif font.

# Learning To Rise

# **The Reckoning**

Choosing to walk into  
our own story



# The Rumble

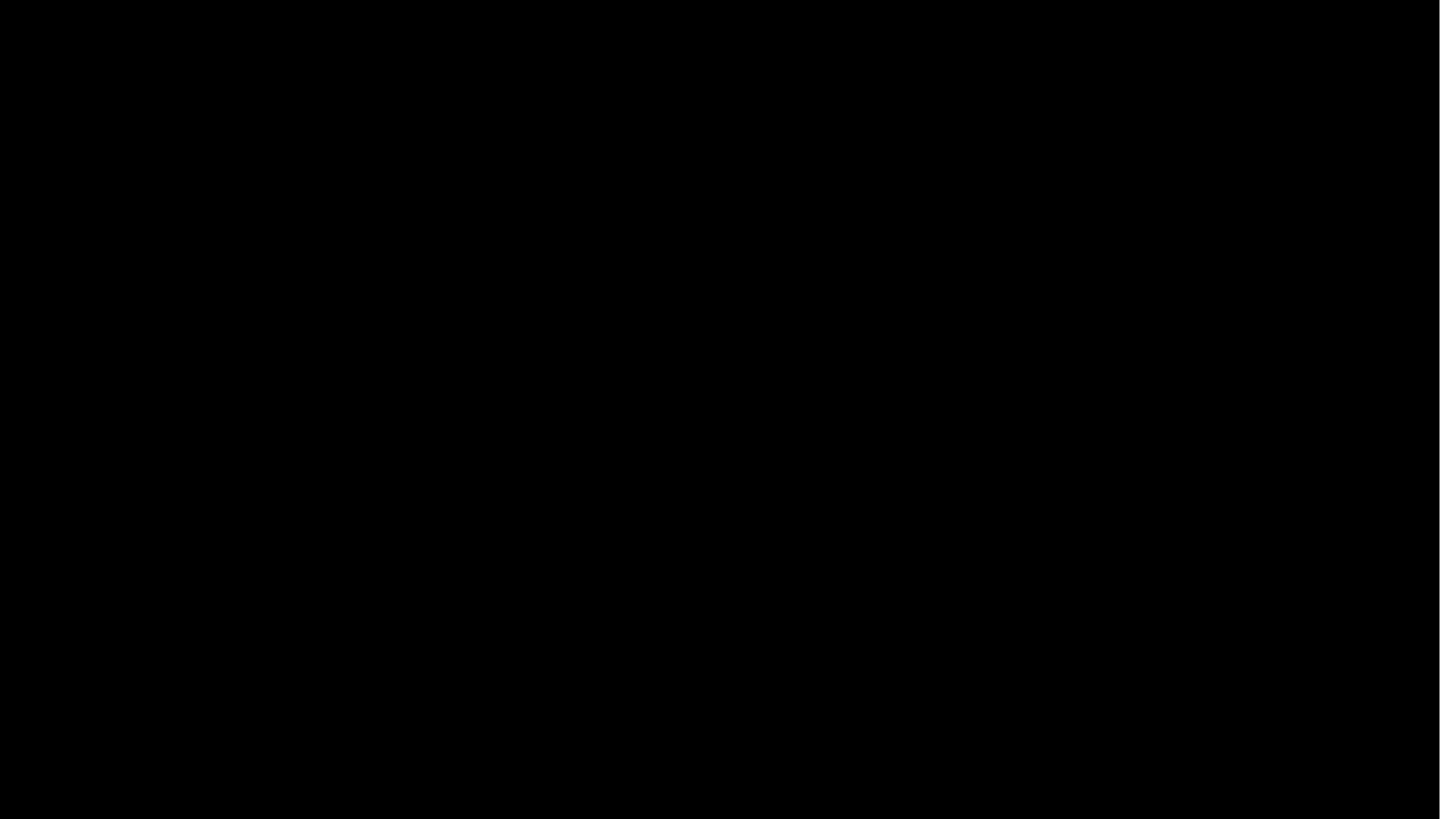
## Owning Our Story



# The Revolution

Choosing to  
write a new  
ending to our  
story





**Natalie Johnson**  
**Vidl Work**

**Energy. Connection. Courage.**

**[www.vidlwork.com](http://www.vidlwork.com)**

