

# Texas Model Training

**WELCOME TO**

# Leaning Into Courage

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# WHAT IS COURAGE?

**Courage**: mental or moral strength to venture; persevere; withstand danger, fear or difficulty

- Merriam Webster  
Dictionary

**Bravery**: the quality or state of feeling or showing no fear

- Merriam Webster  
Dictionary



**On the outside, I may  
be small.  
On the inside, I'm ten  
feet tall.**

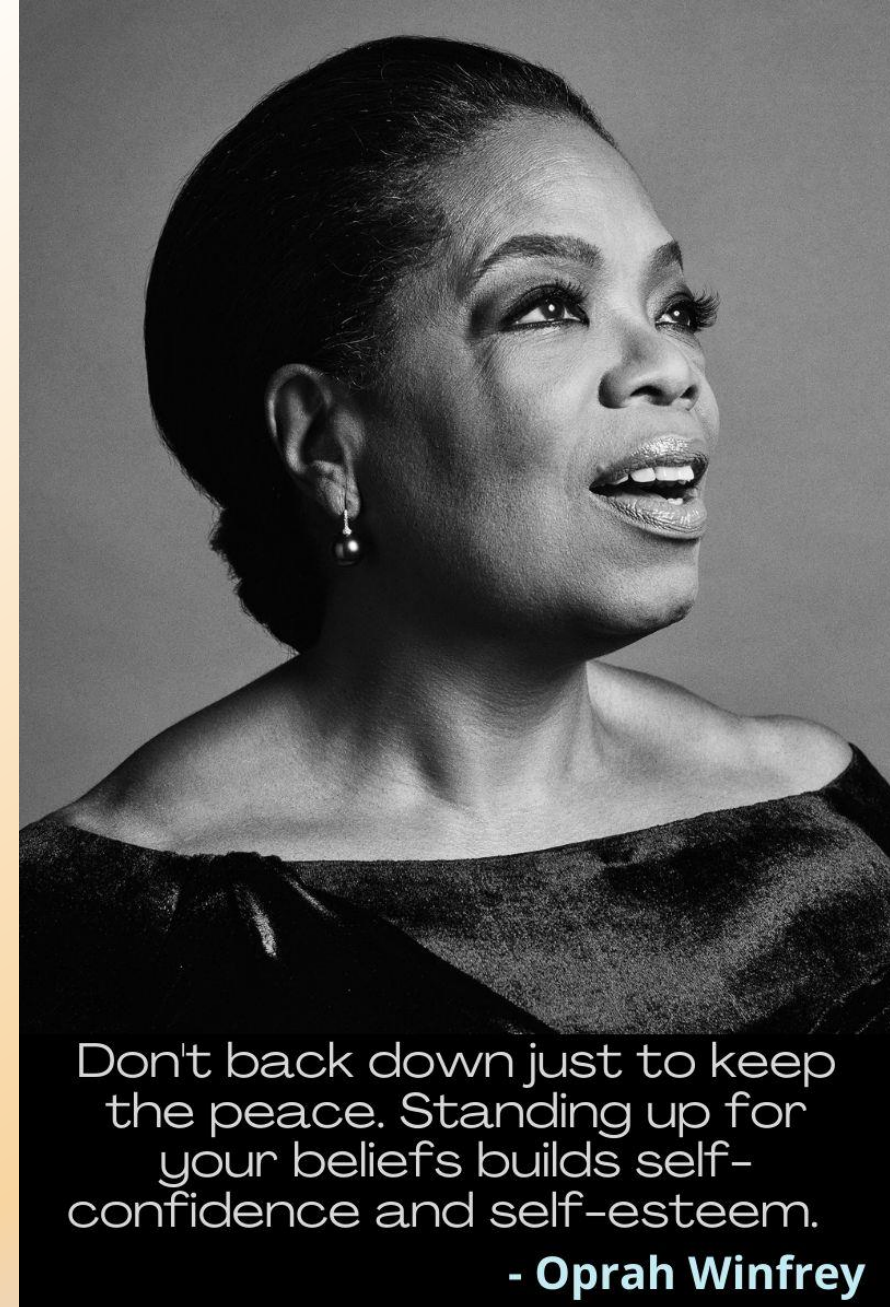
# COURAGE OR CONFIDENCE

**Confidence: the quality or state of being certain**

*- Merriam Webster  
Dictionary*

**COURAGE is not dependent on CONFIDENCE.**

**Confidence is a byproduct of consistently leaning into Courage.**



Don't back down just to keep the peace. Standing up for your beliefs builds self-confidence and self-esteem.

**- Oprah Winfrey**



**HMMM?**

**Instead of thinking:**

**“If I had more confidence, then I would feel more comfortable making courageous choices.”**

**Think of it this way:**

**“If I practice making courageous choices, then I will build more confidence.”**



# COMMON FEARS

**Failure -**

**“What if it doesn’t work?”**

**Inadequacy -**

**“What if I can’t do it?”**

**Pain/Discomfort -**

**“What if I get hurt?”**

**Embarrassment -**

**“What if I look stupid?”**

# GROUNDING CONFIDENCE

## What it's NOT:

**Posturing**

**Arrogance**

**Fake it 'til you make it**

**Related to status, title or authority**

## It is:

**A sense of “I can do this!” based on past experiences and acquired knowledge.**

# COURAGEOUS BEHAVIORS

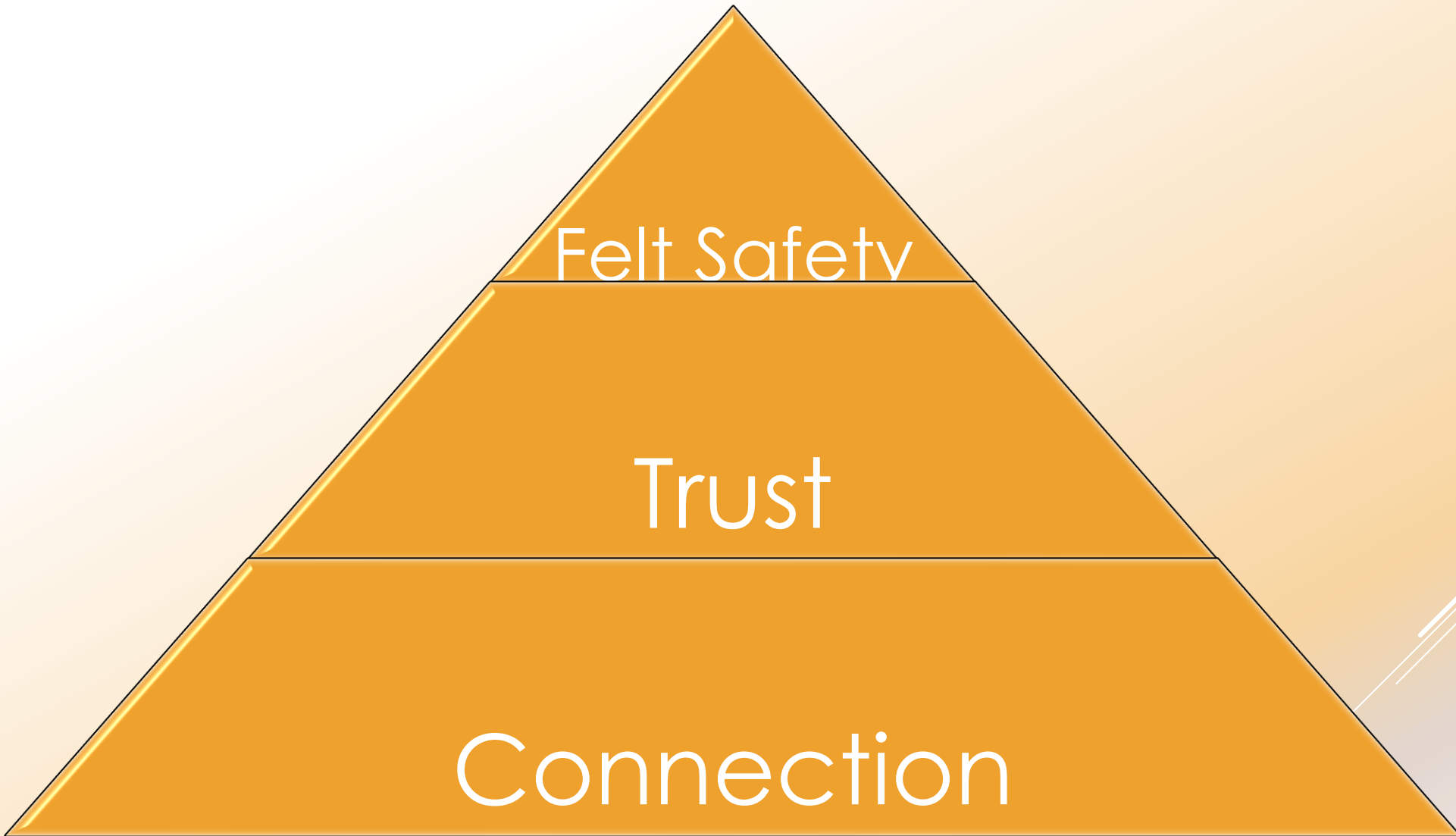
- **Trying or learning something new or different**
- **Willingness to fail forward**
- **Admitting the comfortable or familiar way may not be the best way of doing things**
- **Expressing vulnerability**
- **Setting & enforcing boundaries**
- **Sharing ideas or concerns**
- **Common language**
- **Asking questions**
- **Asking for help**
- **Living in alignment with values**
- **Having tough conversations**
- **Listening to understand**
- **Speaking up**
- **Talking to people instead of talking about people**
- **Assuming everyone is doing the best they can**
- **Curiosity**

# ONE PERSON'S COURAGE CAN IMPACT A GROUP

**The story of a  
courageous college  
student:**



# INGREDIENTS OF A COURAGEOUS CULTURE



# SAFE, HEALTHY, SINCERE CONNECTION

**Be Present –  
physically, mentally,  
emotionally**

**Be Transparent**

**Make Yourself Available**

**Maintain Confidentiality**

**Initiate repairs**

**Offer to help**

**Demonstrate Compassion**

**Practice Empathy**

**Give voice**

**Be Authentic**

**Behave in a manner consistent  
with values**

**Accept help from others**

**Set and Enforce Boundaries**

# BOUNDARIES

**Define the boundaries and set the expectation for how you will respond if those boundaries are violated.**

## **No Hurts**

**No physical hurts**

**No emotional hurts**

## **Stick Together**

**Stay with your team**

**Talk to people, not about people.**

**Have Fun!**

**Get clear about what is OK and what is NOT OK**

# IDEAL RESPONSE → TRUST

## **Immediate**

**Respond as soon as possible, but within 3 seconds when reasonable**

## **Direct**

**Respond directly to the person in as private a manner as is realistic**

## **Efficient**

**Respond with the least amount of words/actions; be specific**

## **Action--based**

**Respond with specific actions you need the person to perform**

## **Leveled at Behavior**

**Respond by addressing behavior, NOT the individual, as undesirable or problematic.**

# TRUST-EARNING BEHAVIORS

**HONESTY**

**Tell the truth.**

**ACCOUNTABILITY**

**Own your mistakes.**

**CREDIBILITY**

**Give credit where it is owed.**

**RELIABILITY**

**Do what you say you will do.**

**HUMILITY**

**Ask for help.**

# WHY IS ANY OF THIS IMPORTANT?

**Control & Direct all aspects of all things w/narrow margin for error and harsh consequences.**

**=**

**Forced Compliance**

**Teaching through Role Plays, Re-do's, Choices and Compromises**

**=**

**TEXAS MODEL**

# TRY SOMETHING NEW????

**GROUNDING CONFIDENCE**

**COURAGE**

**FELT SAFETY**

**TRUST**

**CONNECTION**

**EMPOWER**

# COURAGEOUS GOALS FOR YOUTH

- **Try new, healthy and appropriate ways of getting their needs met**
- **Discover the healing power of connection with safe, healthy adults**
- **Resist negative influences**



# COURAGEOUS GOALS FOR TEAM MEMBERS

- **Develop a sense of community**
  - **Share ideas and offer suggestions**
    - **Build resilience through repeated experiences with successful outcome**

# COURAGEOUS GOALS FOR SUPERVISORS

- **Provide feedback that encourages growth and pushes teams forward**
- **Create and support appropriate structure**
- **Develop awareness of behaviors they are reinforcing**
- **Focus their energy and efforts for the primary benefit of our youth**
- **Be an example for leaning into courage**
- **Guide their teams while empowering them to lead others**

# COURAGEOUS GOALS FOR ALL IN THE ARENA

- **Speak out and stand up for the agency's mission and values**
- **Engage in tough but essential conversations**
- **Practice failing forward**
- **Hunger for knowledge**
- **Be vulnerable**
- **Assume positive intent**
- **Advocate for self and others**
- **Stay the course**

**“Lean into courage by choosing to do what is right over what is easy, familiar or comfortable.”**

**- Brené Brown**

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THANK YOU!