

One type of exchange or situation that occurs regularly in your working life that is “negative” in some way, maybe it...

- Causes tension
- Feels unpleasant
- Boring
- Creates confusion

One type of exchange or situation that occurs regularly in your working life that is “positive” in some way, maybe it...

- Causes smiling
- Feels good
- Ignites curiosity
- Clarifies

Building vs Blocking!

Language, Behavior, Mindset, and more

Blocking No, because Yes, but	Building Yes, and
What are the results? Control, power struggles Hurt feelings	What are the results? Innovation, adaptability

- **You:** What do **you** do in interactions with others that builds and/or blocks?
- **Others:** What do you notice **others** doing that builds and/or blocks?
- What's **one thing** you know that you can do differently to improve and in what way could that support co-creating a positive environment?

Things to Remember About Bolder's 4-Step B.R.A.V.E.® model:

Bolder leadership

Recognize the Offer

- Offers can be verbal, physical, conceptual, situational, emotional
- Pay attention so you hear/see/observe*
- What IS, not what you wish was, could be, or should be
- Ask yourself the question - what is the offer here? In this situation? Define it, identify its parts and pieces. Get specific. Write it down

Accept the Offer

- Not: liking, agreeing, wanting, or any abstract, moral, religious, or spiritual idea of "accepting." It's about *working with what is*.
- Accepting can be challenging in the face of your own emotions/stories/reasons/excuses etc.
- Accepting can also be wonderful because you can discover more to work with in a variety of situations.

Value-Spot

- Make use of everything you can, whether you are experiencing it as a negative or a positive.
- This is not about positivity, it's about making use of what you have/what is there.
- When we seek value in "negative" situations, conversations, people, we reclaim agency, energy, and we open up options for action, ideas, solutions.
- When we seek value in "positive" situations, we generate the ability to be "positively opportunistic" and contribute more to ourselves and others.
- When we adopt a practice of value-spotting in every situation, conversation, exchange, etc, we: grow our sense of personal agency and ability to flex and innovate.

Engage & Build

- Start where you are, use what you have, take the next step.
- It may include taking a risk/potentially failing.
- Often we wait until we're ready - you can build resilience, agency, courage, by engaging in the step forward, sometimes in discomfort and before you are ready or have anything like an answer, clarity or sense of what you're doing.
- Invite others whenever possible, share support

*This may mean you have to slow down and multi-task less. This leads to greater leadership presence!