

Introduction

BRAVE LEADERS AND COURAGE CULTURES

Exercise 1: Permission Slips

Content and exercise covered on page 53 of Dare to Lead.

Permission slips are a great way to start building trust in a group and to start container building. If you're working on your own, it's a helpful tool to identify what might get in your way of learning and practicing new ways of showing up.

What do you need to give yourself permission to do, feel, or not do to show up for this read-along?

Sometimes the first step in getting started is giving ourselves permission. Maybe you need to give yourself permission to:

- 01.** Stay open minded
- 02.** Give yourself the time you need
- 03.** Make a list of questions

Or if you're doing this in a group setting, permission to:

- 01.** Show up to the group meetings
- 02.** Ask for what you need
- 03.** To pass during group sharing
- 04.** Ask for more time

Write your permission slips below or on a sticky note.
Feel free to have more than one.

Exercise Instructions: We like to round robin this exercise – basically go around the table at a quick but reasonable pace and let everyone share their permission slip(s). Everyone listens and holds comments until everyone has shared. The power in the round robin is finding commonalities. Sometimes that's harder to recognize when people share entire worksheets instead of one set of answers going around the table, or when there's cross talk in the middle of sharing. This is also a good check-in exercise if you want to start meetings with, "What new permission slips do we need today?"

Exercise 2: Container Building

Content and exercise covered on page 36 of Dare to Lead.

Whether you're working in a large team or with a good friend,
DO NOT SKIP this exercise.

Have each person in the group answer the following questions individually on sticky notes:

- What do you need to show up and do the work?
- What will get in the way of you showing up and doing the work?
- What does support look like?

Have everyone share their answers and use them to develop group ground rules that you can use in all of your discussions.