

Use this sheet to reference behind-the-scenes information on what/how/why/when we work through the session worksheet.

["BREAKDOWN" CHEER]

We use this as a cold open to determine where the group is regarding participation and willingness to add energy and be physically expressive. We can gauge the kind of resistance that might be present in a short period of time. In some cases, we can identify leaders of the group.

[CHOICES]

Opportunity to practice quick decision-making with swift justification and use immediately as conversation fodder.

Rock-Paper-Scissors game is used to get practice on two things:

- ▶ Loser track: Getting over it quickly to cheer on winner
- ▶ Winner track - Pressure of heightened stakes

[LINES 1-3]

These lines signify how individual has come to this point in her/his life. Identifying the most significant time and place is framing what she/he values in a lifetime of experiences. The "year" and the "place" are big stories, told only through naming the year and the place, which allows so much more meaning when stating them over and over.

[FEAR]

Unpleasant emotion caused by the belief that someone or something is dangerous, likely to cause pain, or a threat.

In our work, knowing fear is critical to building bravery in order to match or exceed it. This is where action - instead of paralysis - happens.

Identifying physical and emotional feelings of fear allow people to know those feelings and practice seeing them as cues to be brave.

[UNDERDOG]

Underdog qualities:

- ▶ Chase ▶ Work Hard ▶ Expect Obstacles ▶ Take Risks
- Provide evidence of place and time in life when participant has been outmatched and organized past response into resilience (stamina, ability to get back up) and resourcefulness (strategy and resolve on getting through and out of endurance-loop).

[RESILIENCE & RESOURCEFULNESS]

If resilience is stamina (bouncing back), then resourcefulness is strategy. How are you showing up? Both of these things are critical to progress.

GET MORE BRAVE

Mayo
WHY _____
 Friends
WHY _____
 Rock
WHY _____

Ketchup
 Family
 Paper

Mustard
 Future
 Scissors

Brave Pitch Lines 1 - 3

LINE 1: First Last _____

LINE 2: Year _____

LINE 3: Place _____

What is the bravest thing you've ever done?

physical feeling

emotional feeling

G/P

3 things that scare you

- _____
- _____
- _____

Biggest Fear Right Now

physical feeling

FEAR

emotional feeling

Goals: Quick & Easy

Today _____

This Week _____

This Month _____

1 Big BRAVE Goal

Obstacles

- _____
- _____

1 way to be brave _____

1 self-motivating word _____

MINDSET + SELF-TALK

• Chase • Work Hard • Expected Obstacles • Demand Risks

UNDERDOG MINDSET

When have you been the underdog? _____

How did you get back up? _____

How did you figure your way through it? _____

FIXED MINDSET STATEMENT (negative self-talk)

GROWTH MINDSET STATEMENT (positive self-talk)

[BRAVERY]

Persistence or perseverance despite having fear.

— Norton & Weiss, 2009

Establish evidence of brave action in each individual.

Objective: Define and categorize individual brave act as General or Personal. (G / P)

— Pury, Kowalski & Spearman, 2007

Identifying physical and emotional feelings to establish understanding.

[BASIC GOAL SETTING]

Using the S.M.A.R.T. goal-setting technique combined with identifying obstacles and coming up with brave action to troubleshoot along the way helps participants travel down the path to pursuing the goal. This "dry run" equips people to manage and overcome things that might otherwise get in their way.

— Oettingen

- S ▶ Specific
- M ▶ Measurable
- A ▶ Achievable
- R ▶ Relevant
- T ▶ Time-bound

[FIXED MINDSET]

The belief that intelligence, athleticism, character traits, etc. are all fixed traits - you are born with what you have. Fixed mindsets focus on validation and success. Failure or mistakes decrease self-confidence because they are seen as a judgement of one's value.

[GROWTH MINDSET]

The belief that intelligence, athleticism, character traits, etc. are malleable strengths that can be further developed and expanded through deliberate practice and hard work. Growth mindsets focus on gaining competence and mastery. Failure is a type of feedback, rather than a judgement of value or potential. — Dweck, 2006

[SKILLS & EXERCISES]

- ▶ **Post-its on board:** Crowdsourcing of fears, comfort areas and brave action. Oftentimes, we think we are the only person who is worried or feels a certain way. This is an exercise of personal expression and a way to see your feelings in the context of your peer or colleague group.
- ▶ **0-60 conversation:** Point is to provide basic conversation fodder to focus initial engagement. With limited time, there is pressure to get at the subject matter without a big warm-up. We did :20 and :30 intervals.
- ▶ **Text Yourself:** Establishing intrapersonal connection and accountability.
- ▶ **Turn & Talk:** Practicing communicating unformed thoughts, hearing yourself out loud while simularan
- ▶ **PPP (Posture, Projection, Punctuation):** Basic public speaking components that are critical in delivering a clear message.
- ▶ **Handshake & Eye Contact:** Use of physical connection in combination with thinking on feet, and repetition of handshake connected to opportunity to organize strong opening statement in new conversation.

- ▶ **Pop Up:** Engages individual participation through the responsibility to the team. Practice and repetition of commanding an audience attention by standing up works muscle of creating the opportunity to speak and speaking with intent to be heard.
- ▶ **Active Memorization & Listening:** Setting perfection aside, using repetition to memorize and an active audience to take a little pressure off practicing faster, louder, with goofy face or body movement.
- ▶ **Parrot Circles:** Hearing your delivery and content back to you allows for immediate feedback / interpretation of your performance.
- ▶ **Curiosity / Vulnerability:** The "Ask me a question" and "Share" prompts are to keep participants engaged in the present, finding more meaning in it the more they wonder more about the session or the session facilitator. Adds an additional layer of fear (having to be ready at any moment) that has to managed for the duration of the session.

[INTERNAL CHARACTERIZATION]

To come up with the "I AM" statements, which tell the story of the individual and how she/he is unique. Emphasis is placed on the existing truth rather than aspirational adjectives.

[ACTIVE MEMORIZATION]

There is a lot of repetition with the 6 lines of the pitch so that the words become easy. At this point, we work to experiment with the expression of those words with physical movement, different emotions or situations (winning the lottery, arguing against an injustice).

[BE WORD]

This section reinforce all S.M.A.R.T. criteria, building to a "BE" word that is meant as a self-motivational / aspirational word based on an existing strength and specifically to address identified fears and expected obstacles. In this world, we look for the thirist people have in their own strengths and what quality they think would determine success toward their goal.

[ADDITIONAL MATERIALS]

More ways leaders and participants can pursue Brave work and materials.

<p>Who are you?</p> <p>_____</p> <p>_____</p>	<p>What do you want?</p> <p>_____</p> <p>_____</p>
<p>Your biggest hopes?</p> <p>_____</p> <p>_____</p>	<p>Your biggest fears?</p> <p>_____</p> <p>_____</p>
<p>What makes you feel alive?</p> <p>_____</p> <p>_____</p>	<p>What makes you awesome?</p> <p>_____</p> <p>_____</p>
<p>3 Words</p> <ul style="list-style-type: none"> • _____ • _____ • _____ 	<p>"I AM" STATEMENTS</p> <ul style="list-style-type: none"> ▶ _____ ▶ _____ ▶ _____
<p>Brave Pitch Lines 1 - 6</p> <p>LINE 1 First Last _____</p> <p>LINE 2 Year _____</p> <p>LINE 3 Place _____</p> <p>LINE 4 I AM _____</p> <p>LINE 5 I AM _____</p> <p>LINE 6 I AM _____</p>	<p>PURPOSE & MEANING</p> <p>What makes you most happy? _____</p> <p>What is worth fighting for? _____</p> <p>What are you most grateful for? _____</p> <p>What is 1 thing you will not tolerate? (life, friendship, society, etc.) _____</p> <p>What do you want to experience in your life? _____</p> <p>What do you want to accomplish in your life? _____</p> <p>What do you want to be known for? _____</p> <p>What do you stand for? _____</p>
<p>BE WORD</p> <p>• Propels toward goal vs. obstacle + / or fear • Leverages a strength • Motivates you</p> <p>BRAVE GOAL (same or new) _____</p> <p>Why is it important to you? _____</p> <p>How does it scare you? _____</p> <p>What is the biggest obstacle in pursuit of this goal? _____</p> <p>What existing strength will help you overcome your fear and the obstacle? _____</p> <p>BE WORD _____</p>	<p>Brave Pitch Lines 1 - 7</p> <p>LINE 1 First Last _____</p> <p>LINE 2 Year _____</p> <p>LINE 3 Place _____</p> <p>LINE 4 I AM _____</p> <p>LINE 5 I AM _____</p> <p>LINE 6 I AM _____</p> <p>LINE 7 BE _____</p>

[EXTERNAL CHARACTERIZATION]

To gain perspective on others' views. Using this exercise to identify truth in "their" judgement and adopting only what is true as internal characterization.

[PURPOSE]

Identifying purpose inspires an increased sense of commitment and motivation towards a related goal.

[BUILDING PITCH]

Mantra, internal elevator pitch to motivate and inspire authentic intra- and interpersonal communication.

Lines 1-3: Name and life inventory - year and place as opportunity to make bold choice on experiences that inform who you are.

Lines 4-6: "I am" statements representing existing and pronounced characteristics that tell an accurate personal story.

Line 7: BE word - self-motivating word intended to be a reminder and kick-in-the-butt against resistance, fear or other barriers.

