



**Courage**  
Dina Pozzo  
[dina@insium.com.au](mailto:dina@insium.com.au)











***“We all have courage within ...  
we just need a light shone on it.”***

**Dina Pozzo**





# Courage

Forms of courage:

- Physical
- Moral
- Vital

*O'Byrne, Lopez & Petersen, 2003*

Courage as a virtue:

- Authenticity, integrity & honesty
- Zest & enthusiasm
- Perseverance & industry
- Bravery & valour

*Petersen &  
Seligman, 2004*





# Courage – Definitions

*“Strengths of courage entail the exercise of will to accomplish goals in the face of opposition, either internal or external”*

Peterson & Seligman, 2004

*“The willingness to act towards a moral or worthwhile goal despite the presence of risk, uncertainty, and fear.”*

Biswas-Diener, 2012





# Courage – Definitions

*“Courage is a pattern of constructive opposition, in which an individual stands against social forces in order to remedy duress in the organization.”*

Worline, 2012

*“Courage is an intentional constructive or moral action taken by an individual in the presence of perceived personal risk, fear and uncertainty of outcome (personal or organisational) in order to resolve or avert an organisational dilemma.”*

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# Courage - Benefits

- Increased positive energy and improved motivation
- Increased accountability, conscientiousness and empathy
- Resourcefulness and goal attainment
- Increased self confidence
- Willingness to learn from mistakes
- Inspiration to act courageously
- Greater prosocial orientation

*Haidt, 2002*

*Hitz & Driscoll, 1989*

*Linley, Nielsen, Gillet & Biswas-Diener, 2010*

*Peterson & Seligman, 2004*

*Ryan & Deci, 2000*

*Shepela, Cook, Horlitz, Leal, Luciano & Lufty, 1997*

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