

Dare To Do More

Discussion Document
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***“I am a mapmaker and a traveller ...
I have the data, and I use that data to chart a course.”***

Dr. Brené Brown, “Atlas of the Heart”

In her book “Atlas of the Heart,” Dr. Brené Brown shares conversations that she had with Dr. Kirk Goldsberry, a mapmaker and cartography scholar. He explained that there are two ways to make a map:

1. Actual exploration to collect your own data, and
2. Using data provided by others

He also explained that maps are about layers, and the one thing that all maps do is to provide individuals with orientation.

This strikingly aligns with insium’s **“Dare To Do More”** program; a program based on map-making via the collection of data on self through:

1. Reflection – collecting and exploring your own data, and
2. Feedback from others – collecting and using the data provided by others

Participants in insium’s **“Dare To Do More”** program each create their own map of past courageous acts. By collecting data on self, the layers in each map are identified and time is spent understanding the interactions of the layers – or as Dr. Goldsberry explains, “*the story of the map.*”

A participant’s understanding of their own narrative provides the motivation to apply this understanding to future acts of courage, delivering the orientation to chart their own course.



This truly unique program is for everyone in your workplace who wants to build their courage and wants to be brave.

If your team has participated in the Dare To Lead™ (DTL) program, we will dig deeper and build on each of the four courage-building skills:

1. Rumbling with vulnerability
2. Living into our values
3. BRAVING trust
4. Learning to rise

If your team has not participated in DTL, **“Dare To Do More”** will provide the opportunity to understand each of these skills as the maps evolve.

Either way, all participants will have the chance to identify the many layers of their own map of courage and to understand how these layers interact. Participants will gather knowledge of past courageous acts to apply to future situations that require courage.

An example program outline can be found on the following page. As insium prides itself on creating bespoke learning programs to meet the unique needs of each of its clients, a program will be developed to meet your exact needs.



Dare To Do More – an example program

Pre-work

- Completion of Dr. Brené Brown's Daring Leadership Assessment
- Reflection Exercise

Day 1 (9:00am – 4:30pm)

- Your Map of Courage
- Emotional Literacy & Understanding
- Your Call to Courage

Digging In ... (interim work)

- Provocative Questions about Courage
- Self-Compassion

Day 2 (9:00am – 4:30pm)

- Your Call to Courage & A Courageous (Difficult) Conversation
- Provocative Questions about Courage
- Learning to Rise – Your Wellbeing

Digging In ... (optional)

- Living Further into My Values



Key points about this program:

- The workshop may be facilitated as 2 consecutive or non-consecutive days
- insium prides itself on using innovative learning methodologies to deepen learning, and continues to do so in this program
- Participants will receive a journal in which to capture their learning, and a certificate upon completion of the program



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

Dina Pozzo



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Appendix: What we know about courage



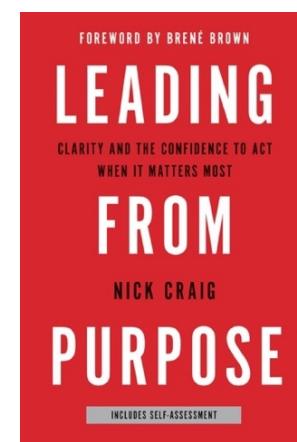
“The difference between knowing and doing is courage.”
~Dina Pozzo

insium's Workplace Courage Questionnaire (C^Q)

- To what extent is this action worthwhile?
- To what extent is this action risky?
- To what extent are you willing to take this action?



“Courage is an intentional constructive or moral action taken by an individual in the presence of perceived personal risk and uncertainty of outcome (personal or organisational) in order to resolve or avert an organisational issue.”
~Dina Pozzo



“... along with courage experts Dina Pozzo and David Hopley, were critical to my understanding the deeper connection between purpose and courage. Dina, at one point your encouragement was what pushed me to uncover what I hadn't been able to see and get it done!”
~Nick Craig
Acknowledgments; pg. 281



And a little more ... the benefits of courage

- Increases positive energy and improved motivation
- Increases accountability and conscientiousness
- Promotes resourcefulness and increases goal attainment
- Increases self confidence
- Inspires others to act courageously
- Fosters trust and empathy
- Increases engagement
- Fosters innovation and increases willingness to learn from mistakes
- Boosts teamwork
- Promotes identification and connection with leadership

Brown, 2014
Haidt, 2002
Hitz & Driscoll, 1989
Linley, Nielsen, Gillet & Biswas-Diener, 2010
Peterson & Seligman, 2004
Ryan & Deci, 2000

“Courageous leaders take risks that go against the grain of their organisations. They make decisions with the potential for revolutionary change in their markets. Their boldness inspires their teams, energises customers, and positions their companies as leaders in societal change.”

“Courage: The Defining Characteristic Of Great Leaders,”
Professor Bill George, Harvard, www.forbes.com, 2017



And a little more ... Dare To Lead™

In recent research conducted by Dr. Brené Brown, the following problematic behaviours were identified by c-suite leaders as the behaviours that result from a lack of courage:

- Tough conversations do not take place
- People do not speak about their feelings nor their fears
- Trust is eroded
- People get stuck in set-backs
- There is a lack of innovation
- Problem-solving and action falter
- Inclusivity, diversity and equity do not exist in the fabric of the organisation
- Shame and blame occur
- People do not live to their values
- Perfectionism is apparent

This program brings together all of what we know and more – it brings together the latest research and knowledge of researchers, psychologists and practitioners including Susan David, Adam Grant, Robert Biswas-Diener, Sonja Lyubomirsky, and insium's own Dina Pozzo, who is a Dare To Lead™ Accredited Facilitator.



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Furlan: (n) dream
“O ài fat un biel insium”:
“I had a beautiful dream”

For more information on how insium
can bring your corporate dreams to life,

call insium on +61 421 654 030
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Find us at www.insium.com.au and
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