

Courageous Leadership Three Buckets of Courage

TRY

The courage of action and pioneering “first attempts”

Associated with:

- Having initiative
- Leading

Requires:

- Overcoming inertia

Risks:

- Your actions may harm others.

TRUST

The courage of relying on the actions of others

Associated with:

- Being receptive and open
- Following

Requires:

- Letting go of control

Risk:

- Other people's actions may harm you.

TELL

The courage of “voice” and truth-telling

Associated with:

- Truth-telling
- Asserting one's opinions

Requires:

- Conviction

Risks:

- Exposing your opinions may cause you to be cast out of the group.

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TRY Courage Tips

- Answer these questions: Where am I playing it too safe at work? What is it costing me?
- What are some daring actions you've taken in the past? What lessons can you apply today?

TRUST Courage Tips

- Identify two people who are great trust-builders. What do they do that you can apply?
- Name one co-worker with whom you'd like to have more trust. List three specific actions you will take to build trust with them.

TELL Courage Tips

- List two examples of when you didn't speak up at work, but should have. If you could relive those examples, what would you do differently?
- Ask your boss whether he/she wants you to be a yes-person or a truth-teller. Get agreement that he/she wants you to speak truthfully and tactfully.