Vulnerability Trust

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Permission Slips

• Take some post it notes from the middle of the table
• Write one permission per post it note that you’ll give yourself for this session
  – Keep an open mind
  – Be wrong
  – Speak up more than I usually would
Intentions

- Understand Vulnerability
- Explore Trust
- Learn BRAVING
Vulnerability

• Vulnerability is
  – Uncertainty, risk, and emotional exposure
  – Showing up and being seen with no guarantees
  – The birthplace of love, joy, belonging, courage, empathy, accountability, and authenticity
Myths of Vulnerability

• Vulnerability is weakness
• We can opt out of vulnerability
• Vulnerability is letting it all hang out
• We can practice vulnerability in isolation
Activity

• In small groups, flip chart ways vulnerability shows up in your work:
  – How are your students vulnerable?
  – How are your community partners vulnerable?
  – How are your teams vulnerable?
  – How are you vulnerable?

(be specific-behavioral examples)
“VULNERABILITY IS THE BIRTHPLACE OF LOVE, BELONGING, JOY, COURAGE, EMPATHY, ACCOUNTABILITY, AND AUTHENTICITY.”
Trust

• “Trust is choosing to make something important to you vulnerable to the actions of someone else”  Charles Feltman
Smart Trust

Vulnerability Trust

No Trust

Smart Trust

Active Distrust

Willingness to Extend Trust

Data

280%+
3 Things Move Us Up

- Willingness to Extend Trust
- Vulnerability Trust
- No Trust
- Active Distrust

Communication
Accountability
Boundary Setting

Data
BRAVING

- Boundaries
- Reliability
- Accountability
- Vault
- Integrity
- Nonjudgement
- Generosity

RISING STRONG
Boundaries

• You respect my boundaries and when you’re not clear about what’s okay and not okay, you ask.

• You’re willing to say NO
Reliability

• You do what you’ll say you’ll do
• You stay aware to your competencies and limitations so you don’t over promise
• You deliver on commitments and balance competing priorities
Accountability

• You own your mistakes
• You apologize and make amends
• You don’t share information or experience that you are not yours to share
• You keep confidences about me and about others
Integrity

• You choose courage over comfort
• You choose what is right over what is fun, fast, or easy
• You choose to practice your values rather than simply professing them
Nonjudgement

• I can ask for what I need, and you can ask for what you need
• We can talk about how we feel without judgment
Generosity

• You extend the most generous interpretation possible to the intentions, words, and actions of others
  – We tend to judge ourselves by our intent (favorably)
  – We tend to judge others by their actions only and aren’t favorable to intent or what they mean by their words
Extending generosity without boundaries can lead to resentment:

- **BIG**
  - Boundaries
  - Integrity
  - Generosity

What boundaries do I need to put in place so I can work from a place of integrity and extend the most generous interpretation of the intentions, words, and actions of others?
Activity

• Complete the bottom of Pg. 2:
  – Choose a person with whom you’re experiencing trust struggles. Using BRAVING and the Trust Model, identify some reasons outlining why trust is a struggle
    • What of the BRAVING criteria aren’t being honored?
    • Is one of you operating below the line in the trust model?
    • Are boundaries not set so accountability is missing?
QUESTIONS?