



# BE BRAVE AT WORK

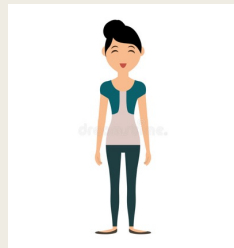
*Ed Evarts*

Founder and President,  
Excellius Leadership Development

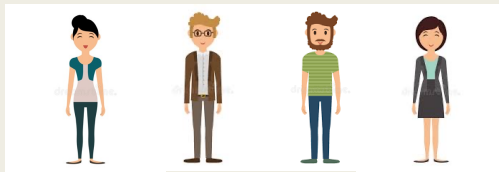
# Where have I been?



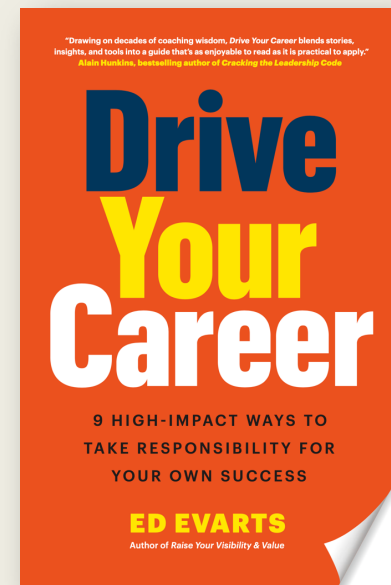
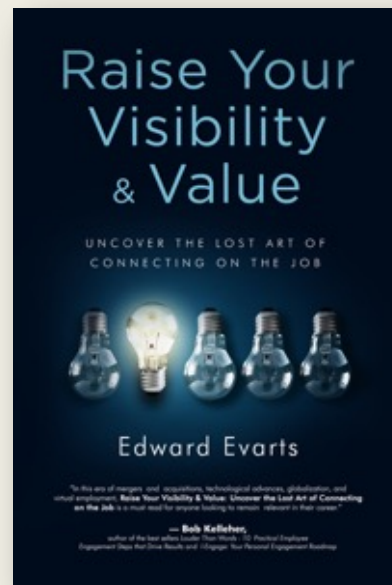
# What do I do?



Individual Coaching



Team Coaching



# Be Brave at Work podcast and survey

- 269 interviews published @ [www.bebraveatwork.com](http://www.bebraveatwork.com)
- Experts on bravery at work – researchers, professors, authors – as well as average, ordinary people
- A lot of stories regarding bravery at work – this is a topic that we all have experienced during our careers
- Conducted a survey of over 100 people regarding their experiences with bravery at work
  - 96% of participants believe they could have shown more bravery at some point in their career
- Next book is called *Be Brave at Work: Inspiring You to Speak Up and Help Your Organization Succeed*

*"A former boss took a very aggressive (could be classified as bullying) approach towards other employees even when they were not direct reports. I was senior to those employees and junior to my boss. I witnessed the behavior and did not do anything about it. It led to at least one employee leaving the company and created a bad work environment."*

*"I voiced my opinion on how the CEO was being dishonest about posting my job on the internet without telling me he was considering replacing me. He told me he needed a "younger outlook" on the job and told me he would deny ever admitting to that. I should have brought a suit against him and I didn't."*

*"I did not directly confront and talk to people who were unsupportive of a project I was leading, and the project ultimately failed due to lack of buy-in and executive support."*

*"I didn't speak up loudly enough about performance issue regarding an employee."*

# Definition of bravery

Helping a colleague **grow and develop** by saying something that is hard to say or may be difficult to hear.

If you say something to a boss, peer, subordinate, or customer ***respectfully and professionally***, regardless of how hard it is to say it or of the outcome, you are demonstrating bravery.

# We are not as brave at work as we should be

- Let's chat with some peers about times we did not say what needed to be said or did not do what needed to be done
- Take a moment to think about an absence of bravery story
  - *What happened?*
  - *What did you not say or do that, upon reflection, you could have?*
  - *What is the impact of your absence of action?*
- When we reconvene, I will ask a handful of you to briefly share your stories with everyone

# Why are we not as brave at work as we should be?

## Public Reasons

- Lack of bravery lessons in formal education
- Our unrealistic view of bravery in our culture
  - *Washington bravery*
  - *Entrepreneurial bravery*
  - *Hollywood bravery*
  - *Untrue bravery*
- Lack of organizational training and acknowledgement

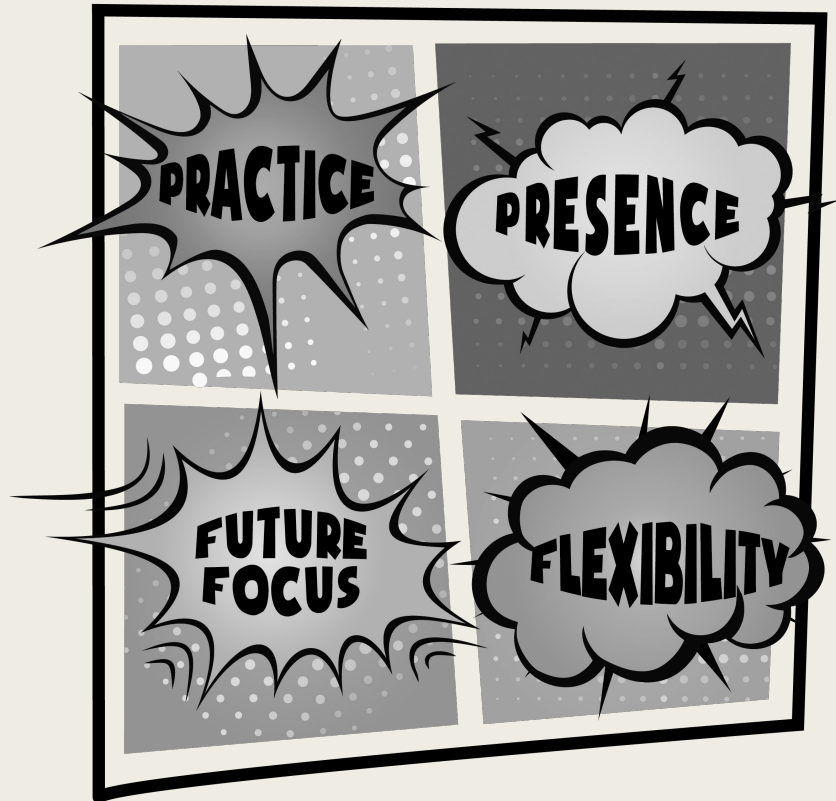


# Why are we not as brave at work as we should be?

## Personal Reasons

- Lack of confidence
- Our past experiences with bravery
- Self-created fears and worries
- Our personality preferences
- Our need to feel safe

# How to be brave at work

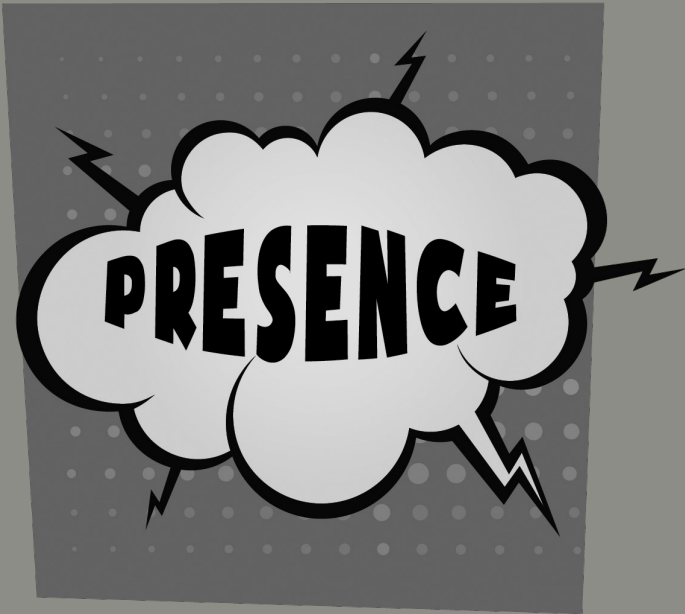




*Recurring activities designed to help you get better at a skill or a behavior.*

## Tips

- Create talking points
- Work with a credible resource
- Be open to opportunities for improvement



*The state of being attuned to, and able to comfortably express, our true thoughts, feelings, values, and potential.*

### Tips

- Find the right location
- Ensure you eliminate distractions
- Be curious; ask questions



# FUTURE FOCUS

*Your ability to focus energy and effort on what might be, not what was.*

## Tips

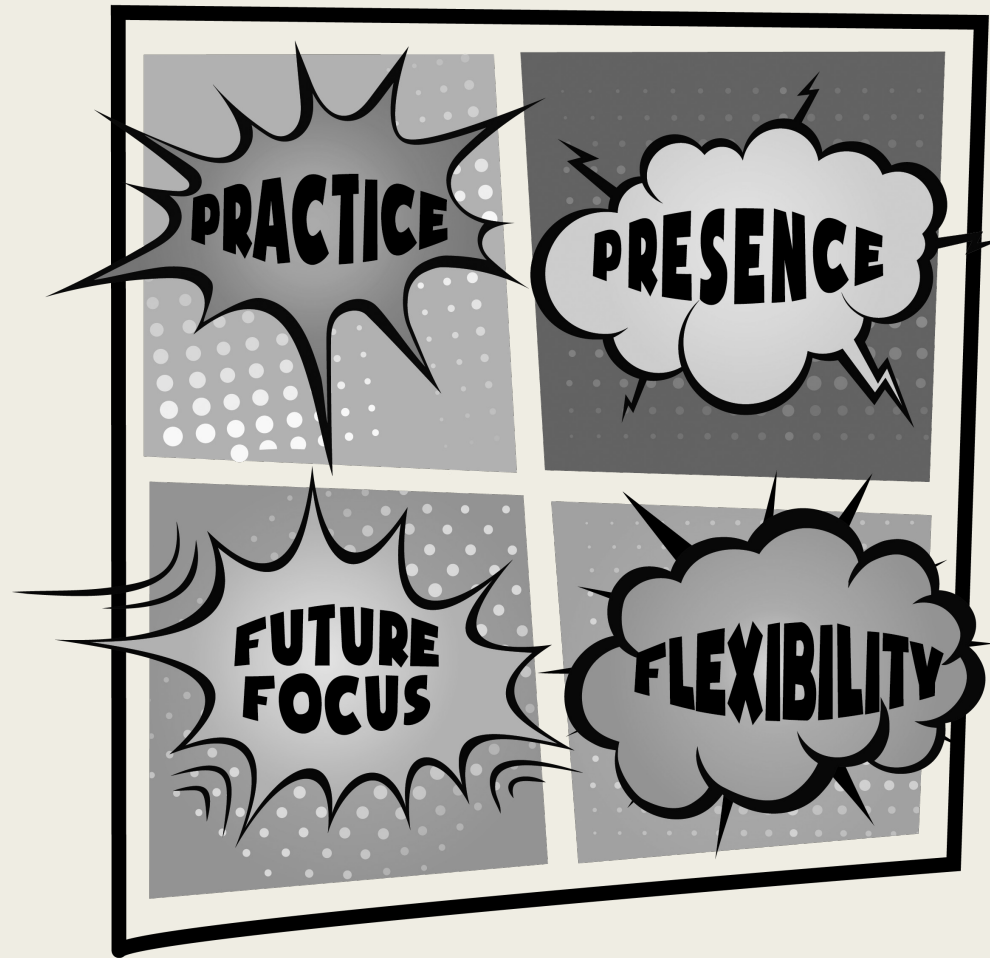
- Reflect on the past; focus on the future
- The future is where our answers exist
- Pause if your colleague is stuck in the past



*Being open to giving and receiving new ideas and solutions to help a situation move forward in positive ways.*

## Tips

- Listen
- Consider options versus answers
- You don't always have to have the right answer!



What thoughts, observations, and questions do you have?



THANK YOU!

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LEADERSHIP DEVELOPMENT