	ARMOURED LEADERSHIP	TEAM AVERAGE				DARING LEADERSHIP
1	Being a Knower and Being Right	1	2	3	4	Being a Learner and Getting it Right
2	Tapping out of Hard Conversations	1	2	3	4	Leaning into Skilling up for Hard Conversations
3	Using Shame and Blame to Manage	1	2	3	4	Leading with Empathy, Accountability and Learning
4	Fostering a Scarcity-Driven Culture	1	2	3	4	Committing to and Modeling that “We are Enough”
5	Professing Values	1	2	3	4	Practicing Values
6	Driving a “Fitting in Culture”	1	2	3	4	Cultivating a Belonging Culture
7	Leading for Compliance and Control	1	2	3	4	Leading for Commitment and Shared Purpose
8	Leading Reactively	1	2	3	4	Leading Proactively and Strategically
9	Resisting Change	1	2	3	4	Accepting and Embracing Change
10	Getting owned by failures	1	2	3	4	Owning our failures
11	Leadership is “Being Served by Others”	1	2	3	4	Understanding Leadership as “serving others”

Brown, Brene (2020).
www.brenebrown.com/daretolead