

Activity: What can we do to address BRAVING, Process to address each letter and how to fix it with relation to trust – last minute, capture what you didn't get to.

**Boundaries:** Do we know what healthy boundaries even look like in our own lives? What do they look like at work? Knowing your own capacity, understanding what another person's is too. Making it ok to say "No". Making it clear for that expectation. Develop ways to support, and make it safe to approach. Develop mentorships, ID who may be good at doing so. Ask for acknowledgement of the behavior / acknowledge the behavior. Empower people to come forward about boundaries that have not been respected. Is respectful workplace in the onboarding?

**Reliability:** Hold them accountable. Commit to it and follow through. Improve communication through implementation. Writing down the action. Asking for help. Identifying your own capacity and only agree to the ability to do things. Empower the ability to say "no" when asked. Be mindful of the tasks they're given, clearly communicated.

**Accountability:** Owning up. Making a safe space, reduce the fear, to be accountable. If there is a learning point from it, take it and build from it. Having expectations. Making the standard clear, infraction forms (step system), you can't change the goal post half way through either. Being consistent in how you hold accountability. Send the communication of changes clear.

**Vault:** Be consistent with the messaging. Different perceptions of confidential. Keeping those conversations to the people who need to know only. Try not to need it, but hold it sacred. Situational awareness.

**Integrity:** Not easy, stick to the core values. Shining a spotlight on when things aren't happening. Comfort VS Courage. Building accountability systems. Be consistent in how you say you will do something. Being transparent. Build expectations and road map to stay true to.

**Non-Judgement:** Placing value on yours and the other person's needs. Being able to respect the conversation. Looking at it as a coaching/building moment. People may say yes if they don't know. Make sure tools are available for those who need them. Create strategies to accommodate, within reason, challenges that present themselves.