

STRONG GROUND

A *dare to lead* BOOK

BRAVING TRUST

The acronym BRAVING breaks down trust into seven elements:

**BOUNDARIES, RELIABILITY, ACCOUNTABILITY, VAULT,
INTEGRITY, NONJUDGMENT, AND GENEROSITY.**

BOUNDARIES

Setting boundaries is making clear what's okay and what's not okay, and why.

RELIABILITY

You do what you say you'll do. At work, this means staying aware of your competencies and limitations so you don't overpromise and are able to deliver on commitments and balance competing priorities.

ACCOUNTABILITY

You own your mistakes, apologize, and make amends.

VAULT

You don't share information or experiences that are not yours to share. I need to know that my confidences are kept, and that you're not sharing with me any information about other people that should be confidential.

INTEGRITY

Choosing courage over comfort; choosing what's right over what's fun, fast, or easy; and practicing your values, not just professing them.

NONJUDGMENT

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

Extending the most generous interpretation to the intentions, words, and actions of others.

The BRAVING Inventory can be used as a rumble tool—a conversation guide to use with colleagues that walks us through the conversation from a place of curiosity, learning, and ultimately trust-building.

Brené Brown, *Strong Ground* (2025)

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