



Certified Dare to Lead

Facilitator Standards Policy

Practicing Within the Scope of Existing Licensing, Training, Certification, and/or Organizational Role:

The Dare to Lead Program certifies professionals in the Dare to Lead curriculum developed by Dr. Brené Brown. The curriculum should be used in conjunction with existing leadership and organizational development skills and can be integrated into existing programs and practices. The Dare to Lead curriculum is developed to be used with individuals, groups, and within organizations. Certified Dare to Lead Facilitators are only permitted to apply the curriculum within their existing scope of practice as dictated by their licensure, training, and certification.

To monitor that Certified Dare to Lead Facilitators are operating within their scope of practice and avoiding potential conflicts, the Dare to Lead team strongly suggests that facilitators review engagement goals with clients before facilitation begins. Further, if a client's intentions are outside the scope of a Certified Dare to Lead Facilitator's practice, then it is their responsibility to refer them to someone that might better meet their needs.

Evaluation of Professional Readiness, Professional Behavior, Ethical Conduct, and a Commitment to Continuous Evaluation:

In order to provide quality certification training to Certified Dare to Lead Facilitators and to monitor that they are able to provide ethical and effective facilitation with their clients, Brené Brown Education and Research Group, LLC, (BBEARG) evaluates facilitators in the following four primary areas: professional readiness, professional behavior, ethical conduct, and a commitment to continuous evaluation.

Professional Readiness:

Generally accepted standards of personal integrity, health and emotional stability, self-care, communication skills, interpersonal skills, and self-awareness.

- *Personal Integrity:* Is open to learning and is honest with oneself and colleagues.
- *Health, Emotional Stability & Self Care:* Uses thoughtful judgment in professional situations. Seeks and effectively practices self-care, uses help, and responsibly addresses one's own health and emotional issues that may interfere with learning and professional performance.

- *Communication Skills*: Communicates responsibly and sensitively, and with respect toward colleagues, training facilitators, staff, and clients.
- *Interpersonal Skills*: Expresses ideas and feelings in a way that allows others to hear and understand. Demonstrates willingness and an ability to listen to others.
- *Self-Awareness*: Exhibits knowledge of how one's values, attitudes, beliefs, emotions and past experiences affect thinking, behavior and relationships. Accurately assesses one's own strengths, limitations, and suitability for professional practice in their field on an ongoing basis. Shows a level of self-awareness and of how one is perceived by others. Reflects on one's own limitations as they relate to professional capacities. Is willing to examine and change behavior when it interferes in working with clients and other professionals.
- *Facilitation Skills*: Demonstrates the ability to develop and maintain an environment characterized by meaningful interaction; open and honest discussion; and a safe, respectful setting. Demonstrates a solid understanding of Brené Brown's research and the use of the Dare to Lead Curriculum to facilitate that research in an organizational setting.

Professional Behavior:

- Exhibits behaviors that are in compliance with BBARG policies and professional standards during training, coaching, in working with organizations being served, and thereafter.
- Shows appearance and demeanor that are appropriate to the roles and settings encountered during the training and in working with organizations being served, and thereafter.
- Shows potential for responsible and accountable behavior by respecting others, being punctual and dependable, prioritizing responsibilities, observing deadlines, completing tasks on time, and keeping appointments or making alternate arrangements.
- Works effectively with others, regardless of level of authority or position.
- Advocates for oneself in a constructive manner and first uses established channels for conflict resolution.
- Shows a willingness to acknowledge constructive feedback and uses this feedback to enhance professional development.

Ethical Conduct:

- Adheres to the Code of Ethics or equivalent of their licensing/accrediting/governing body or organization in which they're employed.
- Appreciates the value of diversity. Works with and relates to others who are different from oneself, regardless of the learner's own personal, religious, and/or cultural values.

- Comprehends other individuals' way of life and differing values. Uses empathic communication and support of the client as a basis for a productive professional relationship.
- Shows respect for the rights of others. Commits to the clients' human rights to freedom of choice and self-determination.
- Maintains the professional standard of confidentiality.
- Demonstrates consistent honesty and integrity by being truthful about one's own background, experiences, and qualifications.
- Demonstrates clear, appropriate, and culturally sensitive boundaries.
- Refrains from sexually harassing others, making verbal or physical threats, being involved in sexual relationships with clients, abusing others in physical, emotional, verbal, or sexual ways, or participating in dual relationships where conflicts of interest may exist.
- Evaluates clients and their situations in a systematic, factual way. Refrains from imposing personal biases during interactions with others.

A Commitment to Continuous Evaluation:

- Adheres to the inclusion/exclusion criteria for implementing Dare to Lead evaluations.
- Maintains the required evaluation average set by the Dare to Lead team.

If there is a concern regarding a Certified Dare to Lead facilitator's readiness, professional behavior, and/or ethical conduct, and/or if the facilitator's evaluation feedback does not meet the minimum requirements, the Dare to Lead Leadership Team will determine if the facilitator should initiate an Action Plan (as described below) OR if the facilitator agreement should be terminated, resulting in their certification being revoked or suspended.

Action Plan Description:

If it is determined that an Action Plan is appropriate, the Dare to Lead Leadership Team will develop an Action Plan for the Certified Dare to Lead Facilitator to address the concerns raised regarding their professional readiness, professional behavior, ethical conduct and/or the evaluation feedback, and review the Action Plan with the Certified Dare to Lead Facilitator.

BBEARG has no obligation whatsoever to keep the contents of an Action Plan confidential and may disclose an Action Plan to a Certified Dare to Lead Facilitator's applicable licensing body's

Governing, Disciplinary or Ethics Oversight Board or other third parties. Certified Dare to Lead Facilitators will not be included in the searchable, public database while they are on an action plan. They can continue to offer the Dare to Lead curriculum unless their action plan indicates otherwise.

Should the Certified Dare to Lead Facilitator fail to meet the specified outcomes identified and agreed to in the Action Plan, the Dare to Lead Leadership Team will terminate, suspend, or revoke their training or certification.

Denial, Suspension and Revocation Policy:

Notwithstanding the foregoing and even in the absence of an Action Plan, BBEARG reserves the right to suspend, deny, terminate or revoke the training or certification of any Certified Dare to Lead Facilitator at any time for any reason. Any Certified Dare to Lead Facilitator that has had their certification or training terminated, suspended, denied, revoked or does not adhere to our renewal policy shall immediately cease referring to oneself as a Certified Dare to Lead Facilitator and shall remove all reference of a facilitator to the same and to the Dare to Lead curriculum from their website, internal/organizational intranets, social media platforms, resumes, and marketing materials.

Any Certified Dare to Lead Facilitator that has had their certification or training terminated, suspended, denied or revoked is no longer eligible to and may not facilitate the Dare to Lead curriculum in any way. Certified Dare to Lead Facilitators may not facilitate Dare to Lead curriculum with a Certified Dare to Lead Facilitator that has had their certification or training suspended, denied, terminated, or revoked.

Each Certified Dare to Lead Facilitator authorizes BBEARG to disclose to any third party requesting such information whether such Certified Dare to Lead Facilitator is then currently trained as a Certified Dare to Lead Facilitator, whether they have participated in the certification process and whether they have had their certification or training suspended, denied, terminated or revoked. Such information shall not be considered confidential and may be freely disclosed in the sole discretion of BBEARG.

Specific violations which may lead to the suspension, denial, termination or revocation of certification may include, but are not limited to, the following:

- If a Governing, Disciplinary, or Ethics Oversight Board governing a Certified Dare to Lead Facilitator disciplines, sanctions, or finds against in any complaint such Certified Dare to Lead Facilitator.
- If a Governing, Disciplinary, or Ethics Oversight Board governing a Certified Dare to Lead Facilitator receives a complaint about such Certified Dare to Lead Facilitator that merits a formal investigation by the Governing, Disciplinary, or Ethics Oversight Board.
- If a Certified Dare to Lead Facilitator's license or certification from a Governing, Disciplinary, or Ethics Oversight Board is suspended, denied, terminated, or revoked.
- If BBEARG receives a serious complaint from a client about a Certified Dare to Lead Facilitator that is supported by reasonable evidence such that BBEARG credits it with

having merit and notifies the Governing, Disciplinary, or Ethics Oversight Board governing such Certified Dare to Lead Facilitator of such complaint.

Copyright © 2019 Brené Brown Education and Research Group, LLC | All rights reserved | www.brenebrown.com/daretolead | v 1.0

- If a Certified Dare to Lead Facilitator is convicted in a court of law of any felony or misdemeanor (except for misdemeanors involving minor traffic violations).
- If an action or complaint has been brought against a Certified Dare to Lead Facilitator alleging that such Certified Dare to Lead Facilitator practices, condones, facilitates, or collaborates with any form of discrimination on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical disability.
- If a Certified Dare to Lead Facilitator receives or has received financial gain from, is involved in any business that includes, or is partners with, in practice with or in business with any business, entity, or person that includes the exploitation of or discrimination against any person, group, or class on the basis of: race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical disability. Examples include, but are not limited to, businesses involved in pornography, conversion or reparative therapy, and those exploiting immigration status.
- If a Certified Dare to Lead Facilitator fails to fulfill any agreed upon financial commitments to BBEARG, including but not limited to an annual licensing renewal fee.
- If a Certified Dare to Lead Facilitator has failed to exercise the degree of skill, care, and learning expected of a reasonably prudent provider of the same specialty under the same or similar circumstances.
- If a Certified Dare to Lead Facilitator violates the terms of this Candidate and Facilitator Standards Policy or any other policy of BBEARG.

In the event of the denial of certification of a Certified Dare to Lead Facilitator, BBEARG shall immediately remove the Certified Dare to Lead Facilitator's name from any of its website, social media platforms, or marketing materials.

The BBEARG team shall have the right at any time to change or modify the terms and conditions of this Facilitator Standards Policy. Such changes, modifications, additions, or deletions shall be effective immediately upon notice, which may be given by any means including, but not limited to, posting on The Dare to Lead website, by electronic or conventional mail, or by any other means by which a Certified Dare to Lead Facilitator obtains notice thereof.