

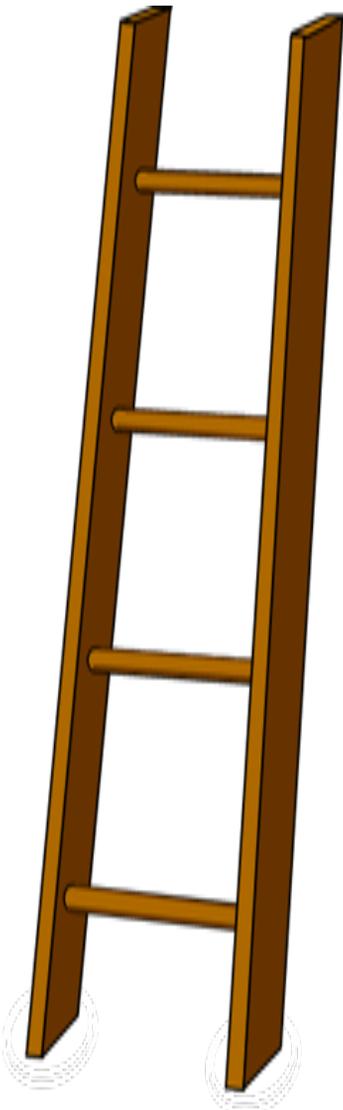
Personal Workplace Courage Ladder

What actions comprise your courage ladder for creating the kind of change you want to see?

Build a courage ladder with four issues that require a difficult conversation or action. You may find it helpful to use results from the Workplace Courage Acts Index to see the kinds of issues that are hard for you, and then convert those into more specific actions you need to take.

In building your ladder, think about actions at varying levels of difficulty. Put the relatively easier actions – those that feel difficult but within your current reach – at the lower rungs of your ladder and those that feel particularly hard to do right now on the higher rungs.

Note: You can type directly into this document by clicking below the word “Action” in each text box below.



Action:

Action:

Action:

Action:

Taking Your First Step

Now **choose one action from your courage ladder** – ideally something toward the bottom that feels within your reach to do something about in the near future and state a **basic but specific commitment** related to this issue/action.

For example: “I will talk to Steve about his performance by the end of this month.”

My commitment is to:

Do the following to increase the likelihood that you take this step, and have some success:

- 1: Put a deadline on your calendar **now** for taking the action to hold yourself accountable;
- 2: Tell an “accountability partner” **today** that you plan to do this and ask them to follow up; and,
- 3: Using the space below, take time **now** to script out the beginning of the conversation you want to have (if there is one associated with your action step) using words that sound authentic to you while also trying to use tools/techniques like advocacy and inquiry, or others you know.

My start to the conversation: