



Blame

From Brené Brown



The Dementia Leadership Course

Development. Knowledge. Practice. Networking.

Video from Brené Brown on Blame





Blame

When something goes wrong our first instinct is to think whose fault it is.

Rather it be MY fault than no one's fault

Blame is the discharge of discomfort and pain.

Inverse relationship with accountability.



Empathy Skills

Accountability is a vulnerable process.

People who blame rarely hold people accountable.

Blaming is corrosive in relationships and we miss opportunities for empathy.

When we blame, we aren't really listening.



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Armored Leadership

a leader who suits up every day in an emotional armor, ready to do battle at work. Once one knows what to look for, it's easy to spot:

- drive perfectionism and foster fear.
- operate from a scarcity mindset, and
- squander opportunities for joy and recognition, which are the foundation for collaboration and teamwork.
- concentrate on knowing all the answers (whether they do or not) and insist on being right.

- adopt a “power-over” style. (Power comes in at least three flavors: “power over” another person, “power to” accomplish or empowering others, and the power that is found within oneself.)
- protect themselves with cynicism and criticism.
- reward exhaustion as a status symbol.
- promote a culture of “fitting in,” which, sadly, tolerates discrimination.

Armored leadership is common in organizations and governments. It can be effective, but at what cost? These are often the same businesses that struggle with issues of employee recruitment and retention, innovation, productivity, team building, and creating resilient organizational culture.



Daring Leadership

a daring leader chooses to live, love and lead with a whole heart. What exactly does that mean?

- allow themselves to feel. They model clarity, kindness and hope.
- encourage healthy striving, empathy and self-compassion.
- are learners. Rather than displaying a need to be right, they acquire the skills to get it right.
- use “power with,” “power to,” and power within.
- skilled at acknowledging, naming and normalizing collective fear and uncertainty.
- set appropriate boundaries by modeling and supporting rest, play and recovery.
- cultivate a shared purpose and a culture of belonging, inclusivity and diverse perspectives



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Thank you for your participation and leadership with those living with dementia.

Join the Dementia Leadership Network at
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