Welcome to the Circle of Courage: A Framework for Human Services Teams

It is a pleasure and privilege to present on the Circle of Courage to you today here in Kimberley at the NACCW conference given that we know that the Circle of Courage is used and implemented in Child and Youth Care work in South Africa!

Before the Human Services students and I – all from the State University of New York at New Paltz in the USA - begin our presentation, we want to point out that you will be presented with a Circle of Courage that, at times, is slightly different from the one, which you use and the one presented in the *Reclaiming Youth at Risk* book by Larry Brendtro, Martin Brokenleg, and Steve Van Bockern. The three authors are familiar with these differences and have shared that they are fine with the changes.

The changes were made more than two decades ago by child and youth care professionals in New York. The changes include animal representations to symbolize the Belonging, Mastery, Independence, and Generosity components. Our Circle of Courage version has also switched Belonging to the left side of the Circle and Independence to the right side of the Circle. We believe that these changes do not take away from the strong and valuable messages that the Circle of Courage teaches us and sincerely hope that it will not confuse anyone, who uses the Circle of Courage as presented in the *Reclaiming Youth at Risk* book.
Welcome To The Circle of Courage
Identify Your Gifts

Examine the four boxes in the circle and choose the one that best describes your gifts.
What Do People Need To Succeed?
Guiding And Unifying Principles

People Want to Succeed
People Need to Participate
Heart
Wings
Roots
Head

People Want to be Respected
People are Unfinished
Buffalo people are ACTION people. Buffalo people can push people beyond their limits, following their agenda without being conscious of people’s feelings or hurts.

**Autocratic**
- Pushes others beyond their limits
- Not aware of feelings

**Defensive**
- Resists emotional pleas
- Entrenched in position
Eagle people are VISION people. Eagles may lose track of the practical details necessary to implement their vision. They can have difficulty following through or mastering all the details.

Loss of energy
Time boundaries difficult
Head in clouds
Not detail oriented
Lack dependability
Gets overwhelmed
Deer are PEOPLE persons. Deer can mire themselves in personal relationships. Tasks may become second to their calling to take care of people’s feelings. They get caught between attending to people and getting other aspects of their job done.

Trouble saying “no”  Assumes blame
People’s feelings more important than the task
Easily taken advantage of
Gets overwhelmed attending to people’s concerns
Bear people are DETAIL people. Bears may collect more information than they need and may delay making decisions. They, the guardians of tradition, may not support change and new ideas.

- Resists Change
- Collects unneeded information
- Stubborn
- Indecisive
The Circle of Courage

MASTERY

BELONGING

INDEPENDENCE

GENEROSITY

RECLAIMING YOUTH AT RISK
Brendtro, Brokenleg, Van Bockern
The tools and knowledge to create equitable change in one's agencies, schools and communities

Attention to social, political, environmental, and cultural issues

Motivation to take action for the common good

The ability to work together with people of different races, ethnicities, genders, socio-economic backgrounds, and sexual orientations.

Team Leadership

MASTERY

BELONGING

INDEPENDENCE

GENEROSITY
Team Member Responsibilities

- **Mastery**
  - Sharing knowledge and expertise
  - Carrying out assignments and meeting obligations
  - Participating fully in discussions, even on topics outside one’s area of specialty (a fresh perspective can often lead to breakthroughs in thinking)
- **Belonging**
  - Using quality tools and processes
  - Recognizing and celebrating accomplishments
  - Using good interactive skills, listening and communicating
  - Giving appropriate feedback and soliciting the same from others
  - Encouraging group and self development
- **Independence**
  - Asking questions, even ones that may seem dumb
- **Generosity**
  - Recognizing and celebrating accomplishments
Identify Your Gifts

1. Has lots of energy
2. Likes to try new ways of doing things
3. Keeps things neat and in order
4. Someone who is reliable and can be counted on

- Gets things done
- Has a big imagination
- Likes to help people
- Likes everyone to get along
- Likes to try new ways of doing things
- Kept things neat and in order
- Someone who is reliable and can be counted on
- Has a big imagination
- Likes to help people
- Likes everyone to get along
What Do Parents Need to Succeed

The Parent's Wheel of Strengths