

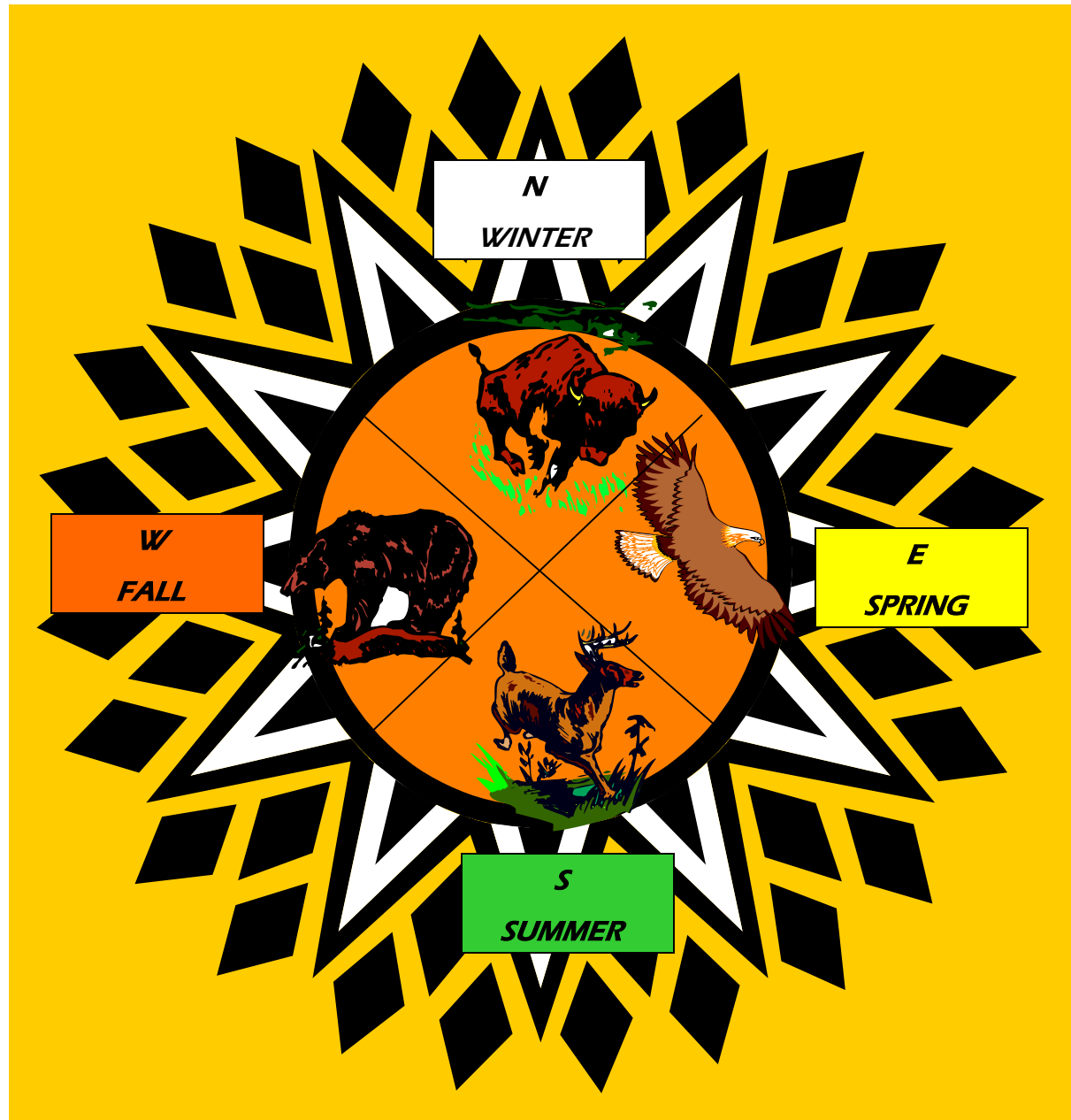
Welcome to the Circle of Courage: A Framework for Human Services Teams

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.

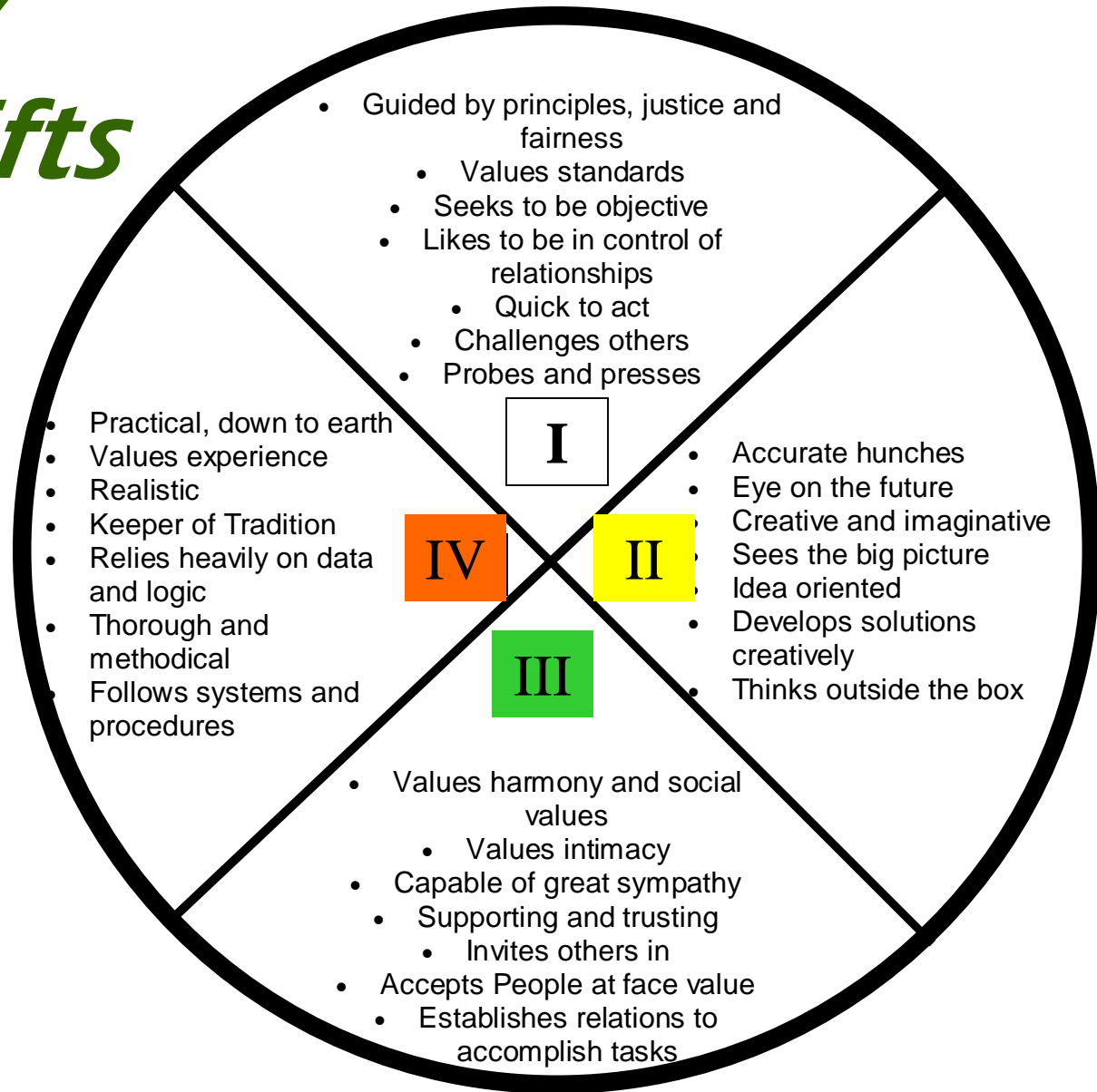
The changes were made more than two decades ago by child and youth care professionals in New York. The changes include animal representations to symbolize the Belonging, Mastery, Independence, and Generosity components. Our Circle of Courage version has also switched Belonging to the left side of the 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

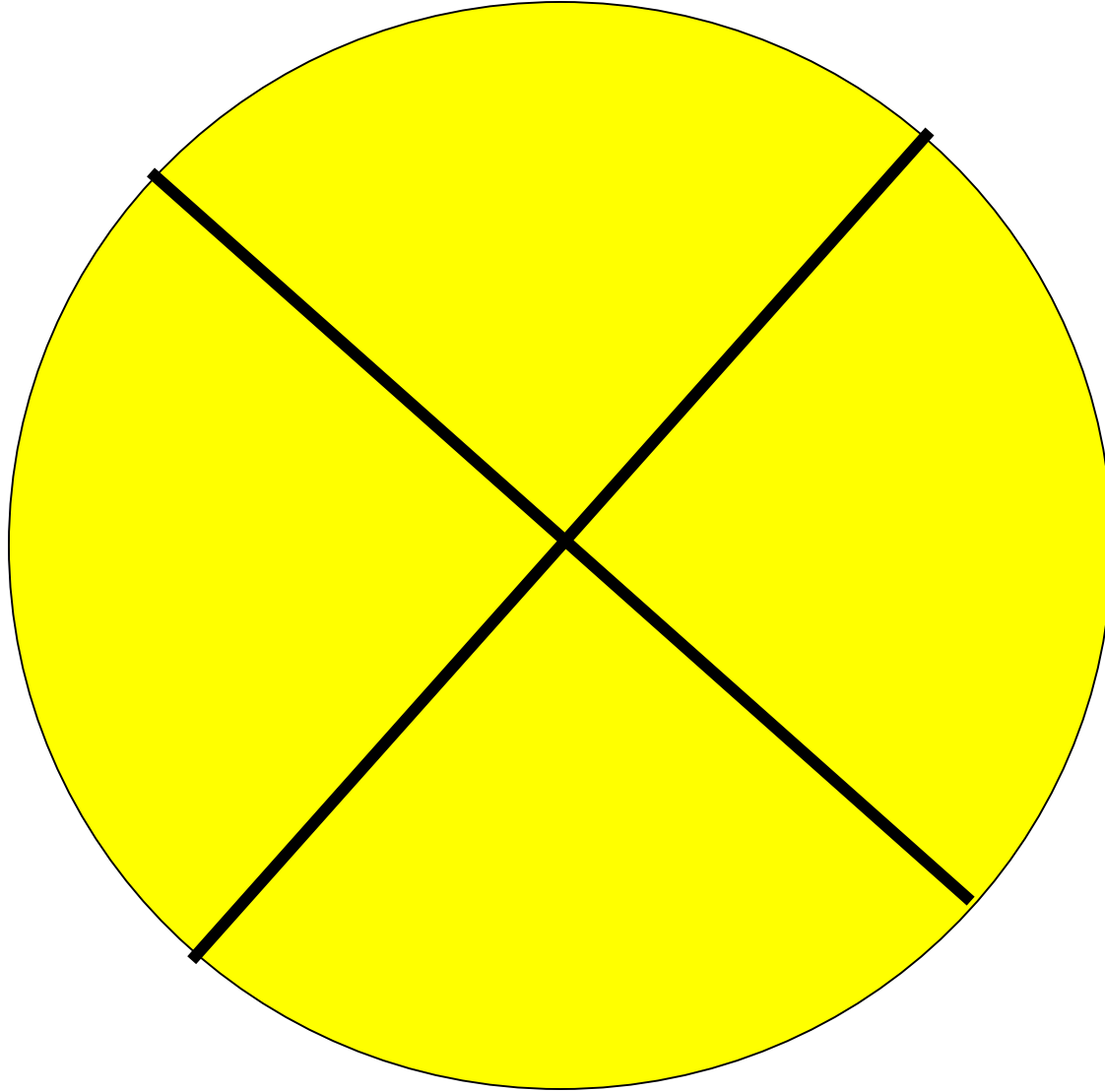


Identify Your Gifts

Examine the four boxes in the circle and choose the one that best describes your gifts.



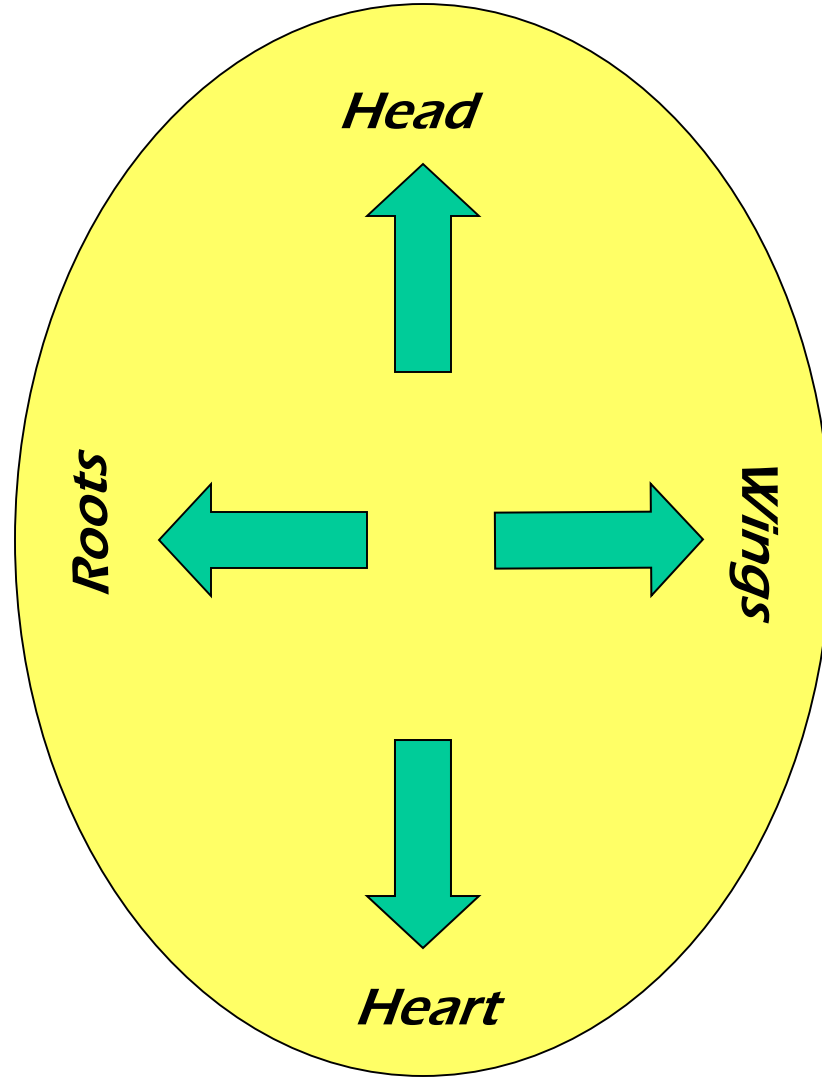
What Do People Need To Succeed?



Guiding And Unifying Principles

People Need to Participate

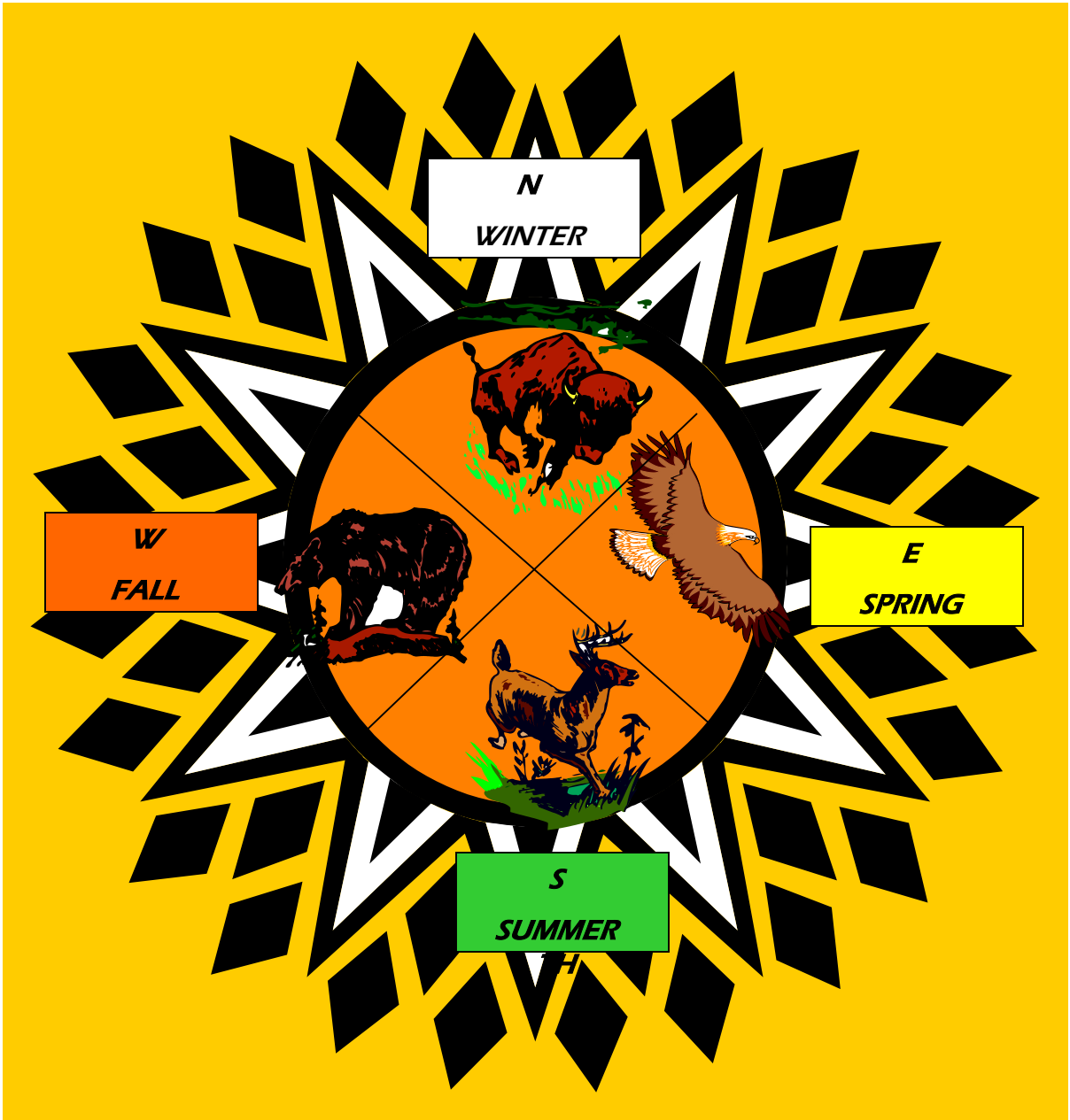
People Want to Succeed



People are Unfinished

People Want to be Respected

Lakota Medicine Wheel



BUFFALO



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

Defensive

Pushes others beyond their limits

Not aware of feelings

Resists emotional pleas

Entrenched in position

EAGLE



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



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



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.

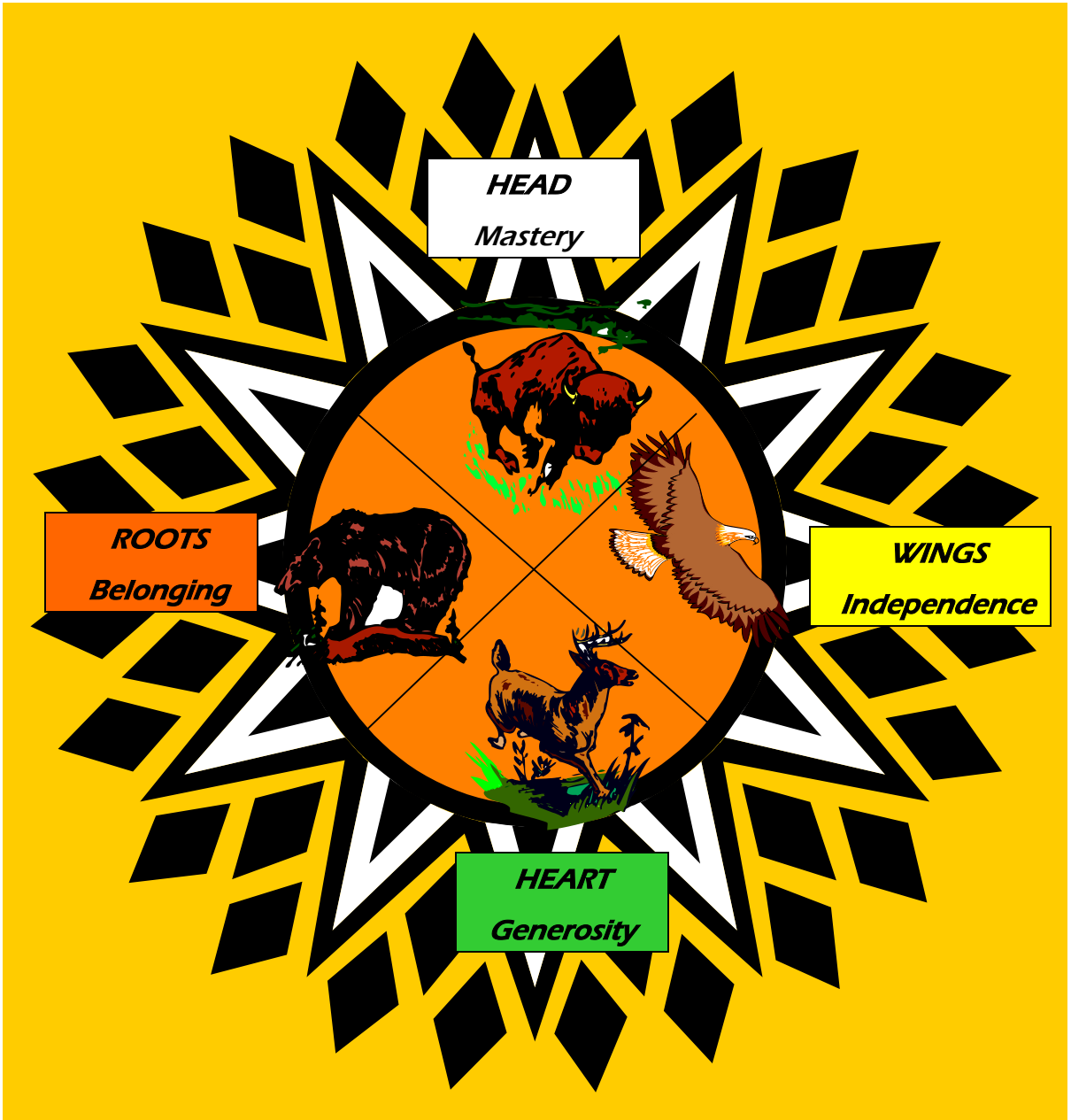
Resists Change

Collects unneeded information

Stubborn

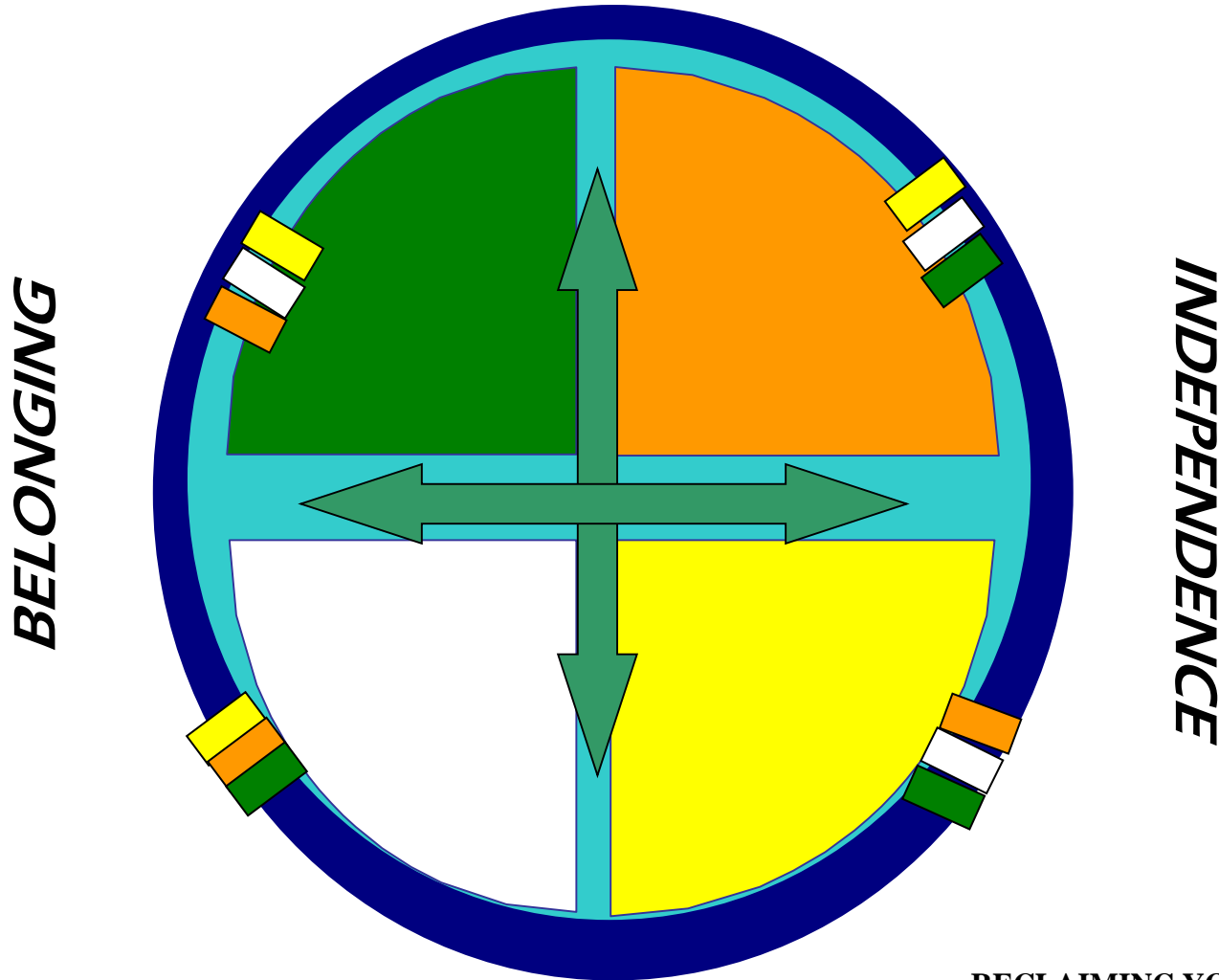
Indecisive

Lakota Medicine Wheel



The Circle of Courage

MASTERY



BELONGING

INDEPENDENCE

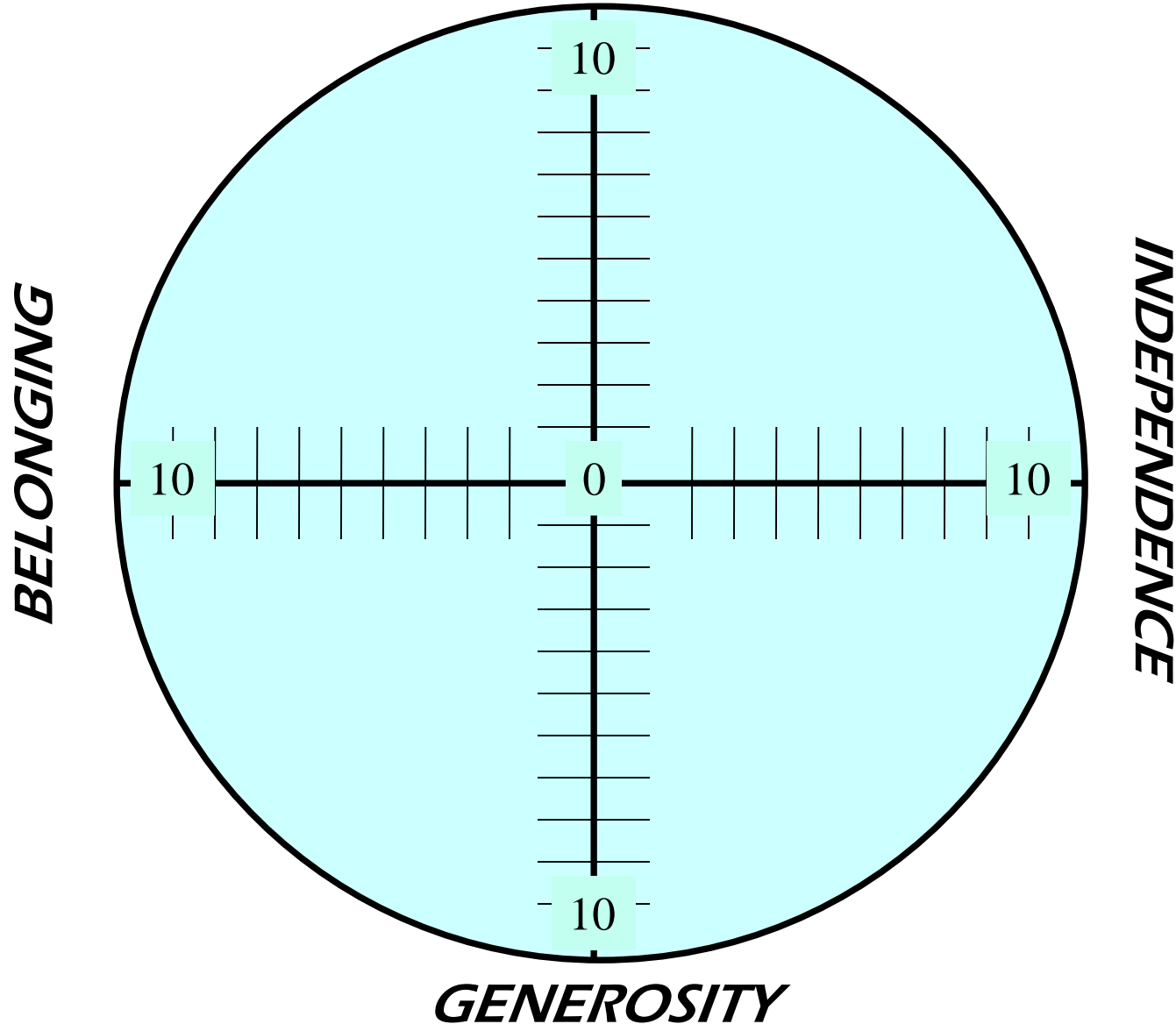
GENEROSITY

RECLAIMING YOUTH AT RISK

Brendtro, Brokenleg, Van Bockern

Measuring Wholeness

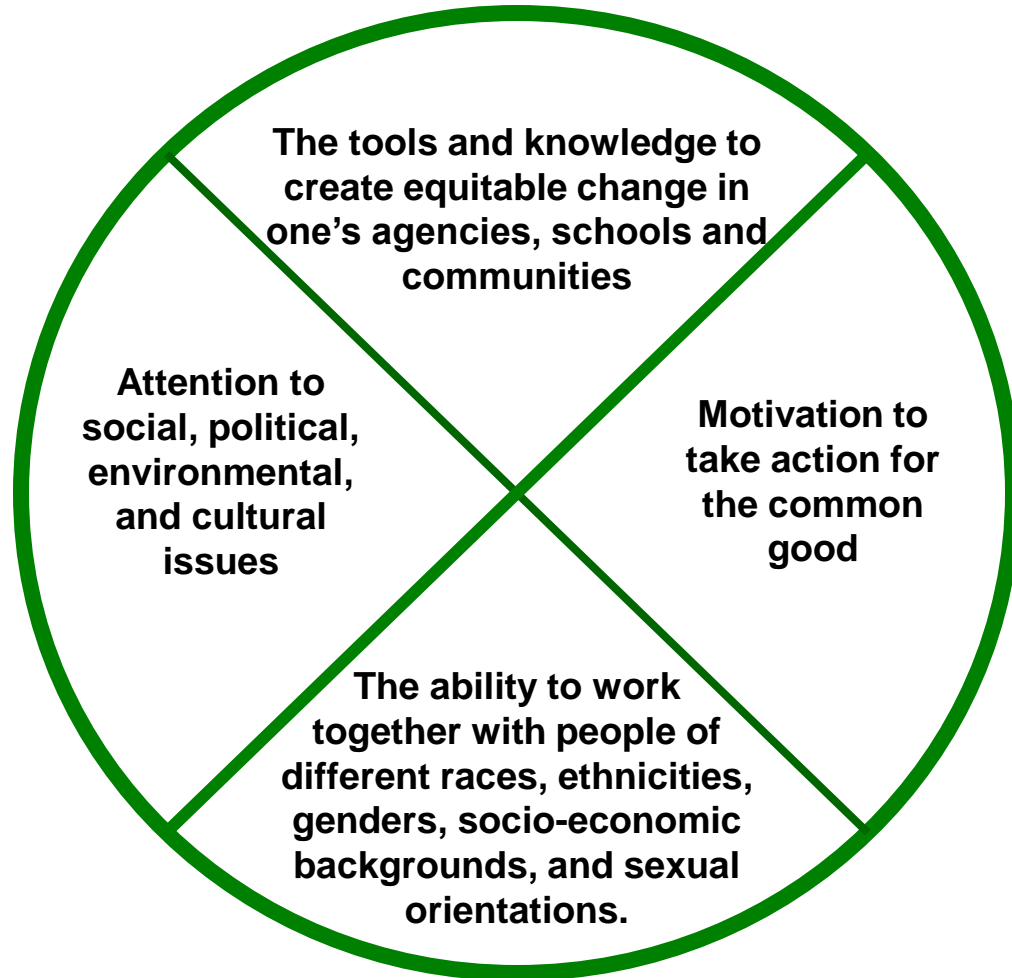
MASTERY



Team Leadership

MASTERY

BELONGING

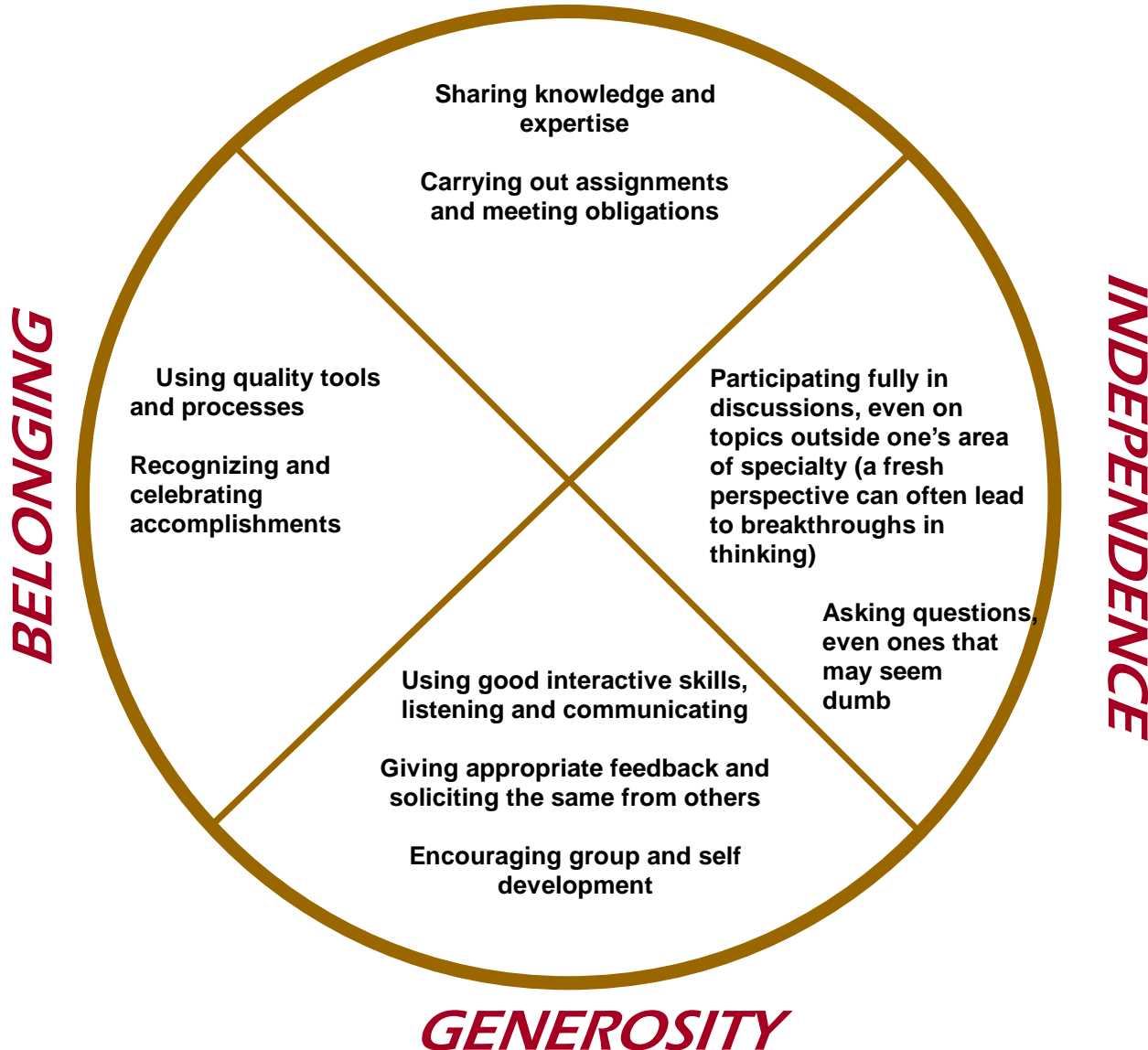


INDEPENDENCE

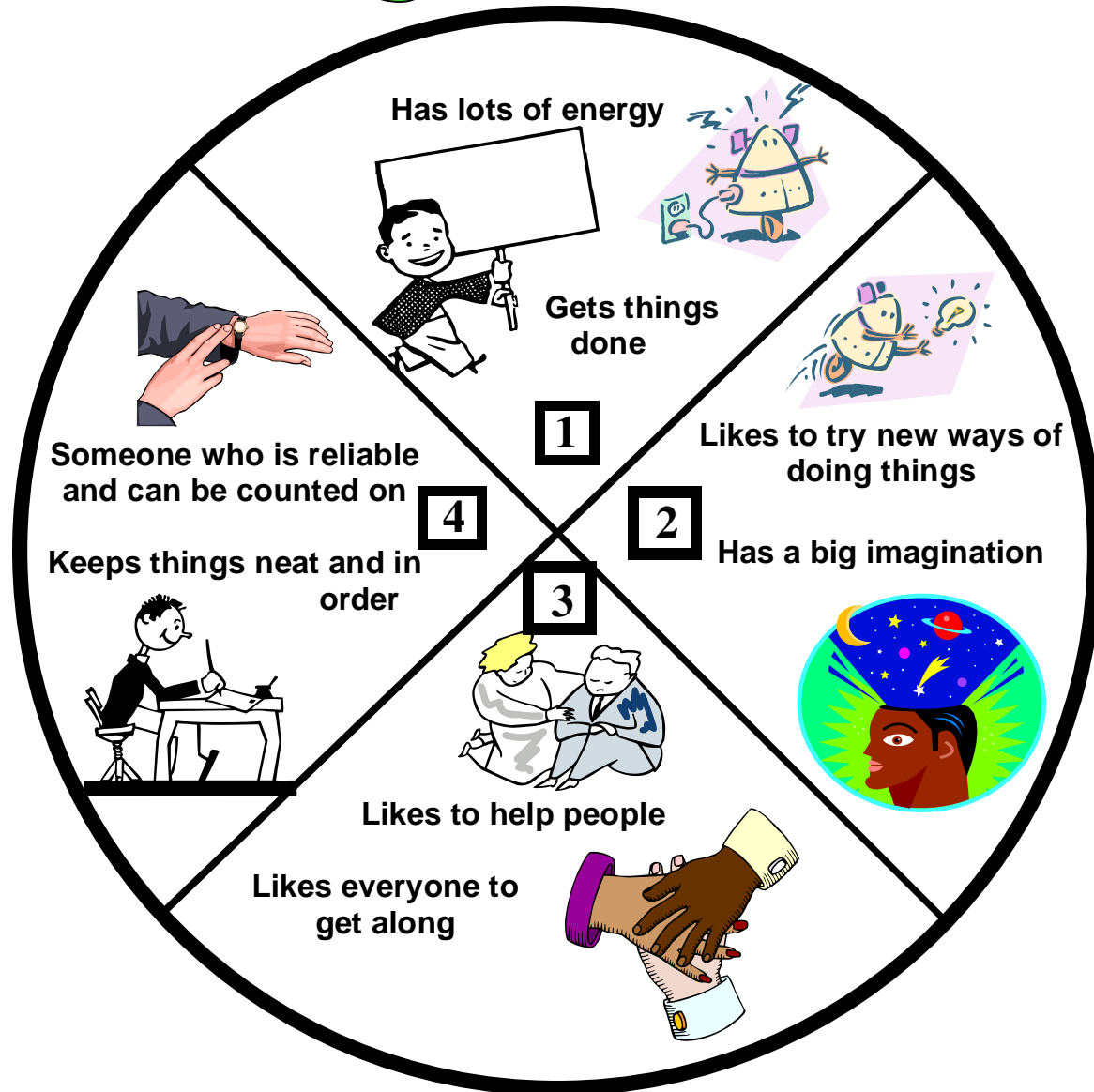
GENEROSITY

Team Member Responsibilities

MASTERY



Identify Your Gifts



What Do Parents Need to Succeed

The Parent's Wheel of Strengths

