

Fear of Disapproval
"They might not like me"

Inclusion

Being a respected group member

Fear of Rejection
"They might not talk to me"

Acceptance Safety

Dare to Show Yourself

- Be genuine in your behavior
- Show how you think and feel
- Share aspects of your private life
- Admit you don't know or are unable

Connection Safety

Dare to Interact with Others

- Approach people as an equal
- Be in each others' presence
- Engage in a conversation
- Ask someone for help

Individual
What you are/
do yourself

Relational
How you deal
with others

Activity Safety

Dare to Do Things Yourself

- Take on responsibilities
- Experiment and try to innovate
- Make unpopular decisions
- Make mistakes

Challenge Safety

Dare to Speak Up to Others

- Ask uncomfortable questions
 - Surface problems
- Share alternative possibilities
- Express opinions

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Fear of Blame
"They might accuse me"

Fairness

Being treated justly

Fear of Retribution
"They might get back at me"