

# Reading Group Questions and Topics for Discussion

*Courage and perseverance have a magical talisman, before which  
difficulties disappear and obstacles vanish into air.*

— John Quincy Adams

1. Why is it important to recognize the obstacles to hold you back on the job?
2. If people like Victoria Woodhull, Dietrich Bonhoeffer, Golda Meir and Alexander Fleming were alive today, what do you think they would think about the progress people in organizations have achieved to date?
3. Share an instance where you have encouraged a peer to overcome his/her obstacles and move toward a courage-based identity.
4. What was the value of identifying where you are on the “Five Levels of Courage Consciousness” chart? Share your journey about stepping up to the next level.
5. There is often resistance to the practice of “stopping” and finding some form of contemplation to quiet the mind? With this understanding, how might you commit to integrating this critical practice into your daily life?
6. Review your Declaration of Courageous Intention (DCI) and assess your progress. Which obstacles are you finding to be the most difficult to overcome? What have you discovered about yourself?
7. Describe what the concept of not “facing it” has cost you. What obstacle(s) is holding you back?
8. What is the difference between courage and survival?
9. How have you learned to merge self-actualization and courage consciousness at work? What has been the response or result?
10. Where in your work life are you most able to be an observer of your scripts and the masks you wear?
11. Was there a particular interview or quotation in the book that moved you to action? If so, cite one of these examples that gave you particular insight. Explain.

12. Based on the original definition of the word courage (“heart and spirit”), why is it so important to *declare* your courageous intention?
13. How have you personally experienced abusive behaviors at work? Explain your viewpoints and response(s).
14. How might you begin to recognize everyday courage and use the word more frequently to identify defining moments in your work life?
15. Identify a person in your work life who has demonstrated everyday courage and analyze the obstacles s/he overcame. What skills identified in this book did s/he utilize?
16. What part does our culture play in keeping people from identifying and claiming their courage?
17. How has a fresher understanding of courage derived from the stories in the book affected your understanding of your own courage?
18. What immediate goal will you now create for your workplace to insure that you begin a plan to keep your courageous leadership alive and well?