Handout: BRAVING Inventory

The seven elements of trust are captured in the acronym BRAVING, based on the research of Dr. Brené Brown. Trust is complex but breaking it down into specific elements makes it easier to recognize, address breaches, and intentionally build or rebuild trust within teams.

Boundaries

Setting boundaries is making clear what's okay and what's not okay, and why. There is no trust without boundaries.

Reliability

You do what you say you'll do. At work, this means staying aware of your competencies and limitations, so you don't overpromise and are able to deliver on commitments and balance competing priorities.

Accountability

You own your mistakes, apologize, and make amends.

Vault

You don't share information or experiences that are not yours to share. I need to know that my confidences are kept, and that you're not sharing with me any information about other people that should be confidential.

Integrity

Choosing courage over comfort; choosing what's right over what's fun, fast, or easy; and practicing your values, not just professing them.

Nonjudgment

I can ask for what I need, and you can ask for what you need. We can talk about how we feel without judgment.

Source: Brené Brown, 2025, brenebrown.com/resources/braving-trust