

# *the* **DARING WAY™**

SHOW UP | BE SEEN | LIVE BRAVE™

## **Candidate and Facilitator Standards Policy**

### **Practicing Within the Scope of Existing Licensing, Training and/or Certification:**

The Daring Way is a curriculum that should be used in conjunction with existing skills and integrated into Certified Daring Way™ Facilitator – Candidates' and Certified Daring Way™ Facilitators' existing practices. The Daring Way is a psycho-educational curriculum that was developed to be used with individuals, couples, families, groups, and within organizations. This means that a wide range of helping professionals can effectively and ethically facilitate the work in diverse settings. However, despite the broad applicability of the curriculum, Certified Daring Way™ Facilitator – Candidates and Certified Daring Way™ Facilitators are only permitted to apply the curriculum within their existing scope of practice as dictated by their licensure, training, or certification.

For example:

- If a person is not trained in group processing work, then s/he should not be facilitating these types of groups.
- If a person is not trained in trauma, deep processing, or family of origin work, then s/he should not be facilitating groups or working with clients where these skills are necessary. If these issues emerge, clients should be referred to someone who could better meet the clients' needs.
- If a person is not trained and experienced in leadership/organizational development work prior to attending The Daring Way training sessions, such person should not be facilitating this type of work in these settings.

To monitor that Certified Daring Way™ Facilitator – Candidates and Certified Daring Way™ Facilitators are operating within their scope of practices and avoiding potential conflicts, The Daring Way, LLC strongly suggests that participants be screened before facilitation begins. It is suggested that Certified Daring Way™ Facilitator – Candidates and Certified Daring Way™ Facilitators screen out and refer participants if there is any concern that they may not be appropriate or ready for the experience. Further, if a client presents in screening with an issue outside the scope of a Certified Daring Way™ Facilitator – Candidate's or Certified

Daring Way™ Facilitator's practice, then it is his or her responsibility to refer them out to someone that might better meet their needs.

## **Evaluation of Professional Readiness, Professional Behavior and Ethical Conduct:**

In order to provide quality certification training to Certified Daring Way™ Facilitator - Candidates and to monitor that Certified Daring Way™ Facilitators are able to provide ethical and effective facilitation with their clients, The Daring Way, LLC evaluates Certified Daring Way™ Facilitator - Candidates and Certified Daring Way™ Facilitators in the following three primary areas: professional readiness, professional behavior, and ethical conduct.

**1. Professional Readiness:** Generally accepted standards of personal integrity, health and emotional stability, self-care, communication skills, interpersonal skills, and self- awareness.

- a. Personal Integrity: Is open to learning and is honest with oneself and colleagues.
- b. Health, Emotional Stability & Self Care: Uses thoughtful judgment in professional situations. Seeks and effectively practices self-care, uses help, and responsibly addresses one's own health and emotional issues that may interfere with learning and professional performance.
- c. Communication Skills: Communicates responsibly and sensitively, and with respect toward colleagues, training facilitators, case consultants, staff, and clients.
- d. Interpersonal Skills: Expresses ideas and feelings in a way that allows others to hear and understand. Demonstrates willingness and an ability to listen to others.
- e. Self-Awareness: Exhibits knowledge of how one's values, attitudes, beliefs, emotions and past experiences affect thinking, behavior and relationships. Accurately assesses one's own strengths, limitations, and suitability for professional practice in their field on an ongoing basis. Shows a level of self-awareness and of how one is perceived by others. Reflects on one's own limitations as they relate to professional capacities. Is willing to examine and change behavior when it interferes in working with clients and other professionals.
- f. Facilitation Skills: Demonstrates the ability to develop and maintain an environment characterized by meaningful interaction; open and honest discussion; and a safe, THE DARING WAY™ | Copyright © 2015 | Page 2 of 7  
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respectful setting. Demonstrates a solid understanding of Brené Brown's research and the use of The Daring Way™ Curriculum to facilitate that research in a psychoeducational setting.

## **2. Professional Behavior:**

- a. Exhibits behaviors that are in compliance with The Daring Way™ policies and professional standards during training, consultation, and in working with communities being served.
- b. Shows appearance and demeanor that are appropriate to the roles and settings encountered during the training, case consultation, and facilitation experiences.
- c. Shows potential for responsible and accountable behavior by respecting others, being punctual and dependable, prioritizing responsibilities, observing deadlines, completing tasks on time, and keeping appointments or making alternate arrangements.
- d. Works effectively with others, regardless of level of authority or position.
- e. Advocates for him/herself in a constructive manner and first uses established channels for conflict resolution.
- f. Shows a willingness to acknowledge constructive feedback and/or case consultation and uses this feedback to enhance professional development.

## **3. Ethical Conduct:**

- a. Adheres to the Code of Ethics or equivalent of his or her licensing/accrediting/governing body.
- b. Appreciates the value of diversity. Works with and relates to others who are different from oneself, regardless of the student's own personal, religious, and/or cultural values.
- c. Comprehends other individuals' way of life and differing values. Uses empathic communication and support of the client as a basis for a productive professional relationship.
- d. Shows respect for the rights of others. Commits to the clients' human rights to freedom of choice and self-determination.
- e. Maintains the professional standard of confidentiality.
- f. Demonstrates consistent honesty and integrity by being truthful about one's own background, experiences, and

qualifications.

- g. Demonstrates clear, appropriate, and culturally sensitive boundaries.
- h. Refrains from sexually harassing others, making verbal or physical threats, being involved in sexual relationships with clients, abusing others in physical, emotional, verbal, or sexual ways, or participating in dual relationships where conflicts of interest may exist.
- i. Evaluates clients and their situations in a systematic, factual way. Refrains from imposing personal biases during interactions with others.

When a Daring Way™ National Training Facilitator or a Daring Way™ Case Consultant has a serious concern regarding a Certified Daring Way™ Facilitator - Candidate's professional readiness, professional behavior, and/or ethical conduct, s/he must inform The Daring Way™ Leadership Team promptly.

Jointly, the Daring Way™ Case Consultant and/or Daring Way™ Facilitator, and the Daring Way™ Leadership Team will determine if the Certified Daring Way™ Facilitator - Candidate should continue in the certification process and initiate an Action Plan (as described below) OR if the candidacy should be terminated OR if the Certified Daring Way™ Facilitator should have his or her certification revoked or suspended.

### **Action Plan Description:**

Following the receipt of a report of any concerns with a Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator, the reporting person(s) and the Daring Way™ Leadership Team will discuss and determine whether a plan is appropriate to correct and address the concerns raised (i.e., an Action Plan). If they determine that an Action Plan is appropriate, they will develop an Action Plan for the Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator to address the concerns raised regarding his or her professional readiness, professional behavior, and/or ethical conduct and review the Action Plan with the Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator. Copies of the Action Plan will be filed with all participants. The Daring Way, LLC has no obligation whatsoever to keep the contents of an Action Plan confidential and may disclose an Action Plan to a Certified Daring Way™ Facilitator - Candidate's or Certified Daring Way™ Facilitator's applicable licensing body's Governing, Disciplinary or Ethics Oversight Board or other third parties.

Should the Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator fail to meet the specified outcomes identified and agreed to in the Action Plan, the Daring Way™ Leadership Team will terminate, suspend or revoke his or her training or certification.

## **Denial, Suspension and Revocation Policy:**

Notwithstanding the foregoing and even in the absence of an Action Plan, the Daring Way, LLC reserves the right to suspend, deny, terminate or revoke the training or certification of any Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator at any time for any reason. Any Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator that has had his or her certification or training terminated, suspended, denied or revoked shall immediately cease referring to himself or herself as a Certified Daring Way™ Facilitator - Candidate or a Certified Daring Way™ Facilitator and shall remove all reference to the same and to The Daring Way™ curriculum from his or her website, social media platforms and marketing materials.

Any Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator that has had his or her certification or training terminated, suspended, denied or revoked is not eligible to and may not facilitate The Daring Way™ curriculum with a Certified Daring Way™ Facilitator (i.e., act as a co-facilitator). Certified Daring Way™ Facilitators may not facilitate The Daring Way™ curriculum with a Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator that has had his or her certification or training suspended, denied, terminated, or revoked.

Each Certified Daring Way™ Facilitator - Candidate and Certified Daring Way™ Facilitator authorizes The Daring Way, LLC to disclose to any third party requesting such information whether such Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator is then currently certified as a Certified Daring Way™ Facilitator, whether he or she has participated in the certification process and whether he or she has had his or her certification or training suspended, denied, terminated or revoked. Such information shall not be considered confidential and may be freely disclosed in the sole discretion of The Daring Way, LLC.

Specific violations which may lead to the suspension, denial, termination or revocation of certification may include, but are not limited to, the following:

- If a Governing, Disciplinary or Ethics Oversight Board governing a Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator disciplines or sanctions or finds against in any complaint such Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator.
- If a Governing, Disciplinary or Ethics Oversight Board governing a Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator receives a complaint about such Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator that merits a formal investigation by the Governing, Disciplinary or Ethics Oversight Board.
- If a Certified Daring Way™ Facilitator - Candidate's or Certified Daring Way™ Facilitator's license or certification from a Governing,

Disciplinary or Ethics Oversight Board is suspended, denied, terminated or revoked.

- If The Daring Way, LLC receives a serious complaint from a client about a Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator that is supported by reasonable evidence such that The Daring Way, LLC credits it with having merit and notifies the Governing, Disciplinary or Ethics Oversight Board governing such Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator of such complaint.
- If a Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator is convicted in a court of law of any felony or misdemeanor (except for misdemeanors involving minor traffic violations).
- If an action or complaint has been brought against a Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator alleging that such Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator practices, condones, facilitates, or collaborates with any form of discrimination on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical disability.
- If a Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator receives or has received financial gain from, is involved in any business that includes, or is partners with, in practice with or in business with any business, entity or person that includes the exploitation of or discrimination against any person, group, or class on the basis of: race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical disability. Examples include, but are not limited to, businesses involved in pornography, conversion or reparative therapy, and those exploiting immigration status.
- If a Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator fails to fulfill any agreed upon financial commitments to either his or her consultant or The Daring Way, LLC.
- If a Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator has failed to exercise the degree of skill, care, and learning expected of a reasonably prudent provider of same specialty under the same or similar circumstances.
- If a Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator violates the terms of this Candidate and Facilitator Standards Policy or any other policy of The Daring Way, LLC.

In the event of the denial of certification of a Certified Daring Way™ Facilitator, The Daring Way, LLC shall immediately remove the Daring Way™ Facilitator's name from any of its website, social media platforms or marketing materials.

The Daring Way, LLC shall have the right at any time to change or modify the terms and conditions of this Candidate and Facilitator Standards Policy. Such changes, modifications, additions or deletions shall be effective immediately upon notice, which may be given by any means including, but not limited to, posting on The Daring Way™ website, or by electronic or conventional mail, or by any other means by which a Certified Daring Way™ Facilitator - Candidate or Certified Daring Way™ Facilitator obtains notice thereof.