



To create safe and brave spaces of belonging, we need to commit to doing *our work* before we do *the work* and to working within our scope and skill.

Integration Idea

Trust I: The Marble Jar

Key concepts:

- We use the marble jar as a metaphor for teaching that trust is built slowly, over time, and in small moments. This metaphor is based on a story about Brené's daughter, Ellen, and a difficult experience she had related to trust with her classmates in elementary school. After learning about the marble jar metaphor, students can start to identify what specific behaviors build trust and what behaviors might break trust or empty the marble jar.
- Adding trust and distrust to our vocabulary (see also Integration Idea: Trust II: BRAVING).
 - The two definitions below are from Charles Feltman's book, *The Thin Book of Trust: An Essential Primer for Building Trust at Work*. The definitions are in complete alignment with what emerged from Brené's research on trust:
 - Trust is "choosing to risk making something you value vulnerable to another person's actions."
 - Distrust is "deciding that what is important to me is not safe with this person in this situation (or any situation)."
- Teaching that trust is a word that's made real by actions.

Be mindful:

The trust marble jar is a powerful metaphor and tool used to teach how psychological safety is built slowly, over time, and based on small actions. It should never be used as a compliance tool, to call out, shame, or humiliate students, or to "take marbles out" as punishment.

Examples:

The full story about the marble jar can be found in both *Dare to Lead* and *Daring Greatly*.

Classroom Discussion Ideas:

We've seen hundreds of examples of how teachers use the marble jar to teach how trust builds slowly and is earned over time. The goal is to help students understand the power of daily actions and choices. The lesson on BRAVING is powerful as a second step to this lesson. The marble jar teaches us about the slow earning of trust over time, and BRAVING helps us understand the marble-earning behaviors that support trust.

In addition to reading *Dare to Lead*, you can learn more here:

Books:

Daring Greatly

Videos ([brenebrown.com/dcvideos](https://www.brenebrown.com/dcvideos)):

SuperSoul Sessions: The Anatomy of Trust

Learning Lab Videos ([brenebrown.com/dc-learning-labs](https://www.brenebrown.com/dc-learning-labs)):

What stories do parents tell themselves when their kids are struggling?

How do we teach and model trust building with students?

