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**Lizi Oceransky, M.A.,  
MCC, CPCC, CDWF,  
CDTLD**

Ms. Oceransky has over 20 years of experience assisting individuals, teams, and organizations in enhancing their effectiveness, impact, and cohesion. At the core of her work is her passion for helping her clients reach their full potential by connecting with their authentic voices, passions, and skills, boosting their confidence, and enabling them to thrive. Ms. Oceransky is trilingual (Spanish, English, and Hebrew) and her work involves coaching individuals and teams from diverse cultural backgrounds, focusing on diversity, equity, and inclusion.

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## Disclosure of Relevant Financial Relationships

Lizi Oceransky, M.A., MCC, CPCC, CDWF, CDTLD reports no relevant financial relationships or relationships she has with ineligible companies of any amount during the past 24 months.



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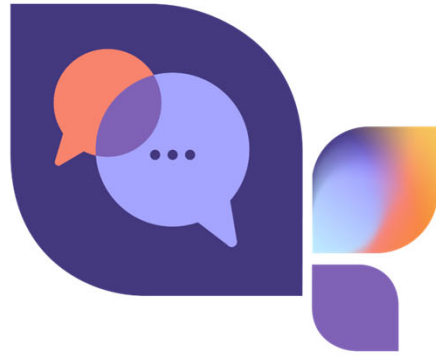
vīdl work  
energy, connection & courage at work

México 1985

John Downing | Getty Images

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In your opinion, what is the key to a long, healthy life?



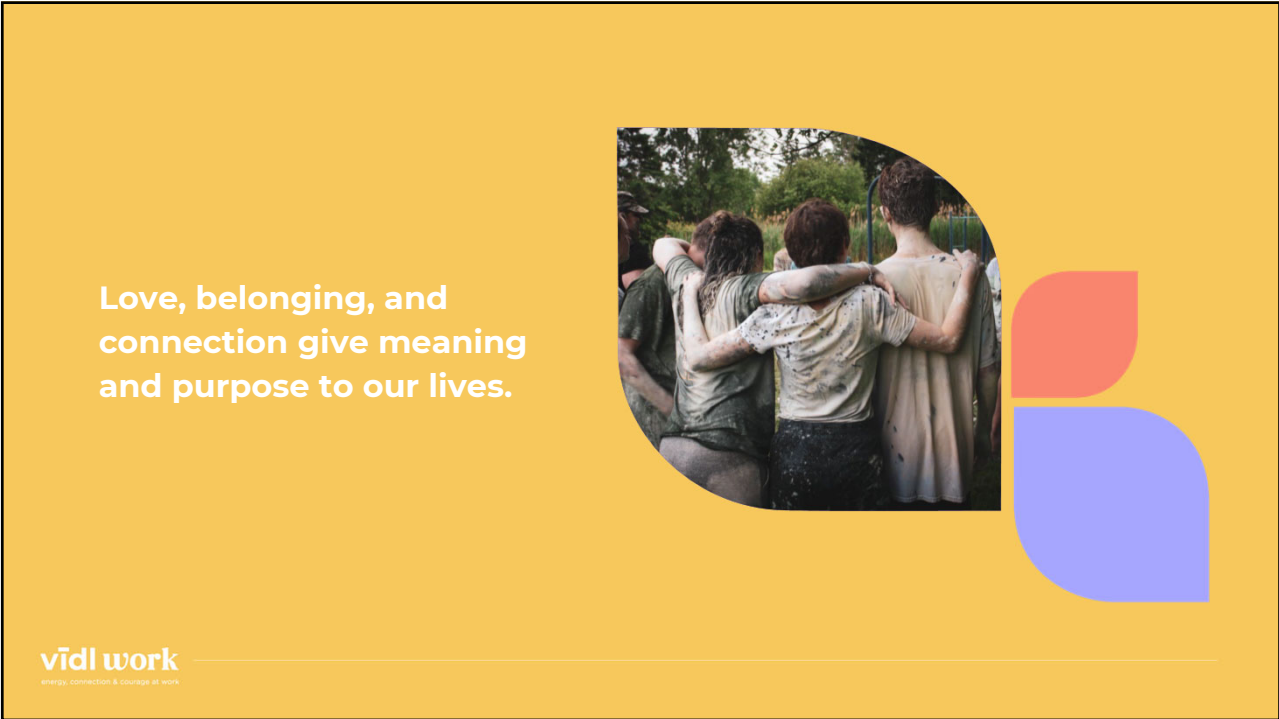
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**what we know  
for sure:**

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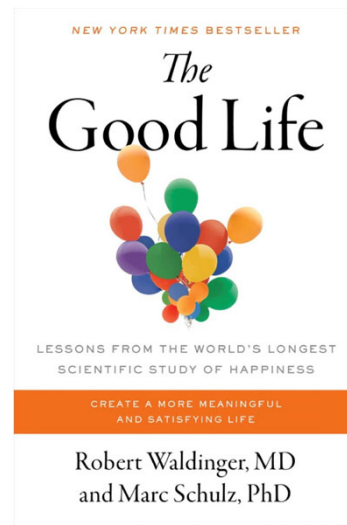
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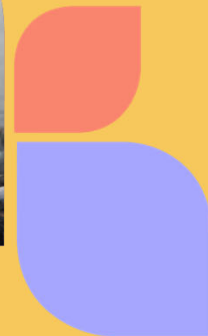
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“The Good Life” by Robert J. Waldinger and Marc S. Schulz

The Harvard Study of Adult Development

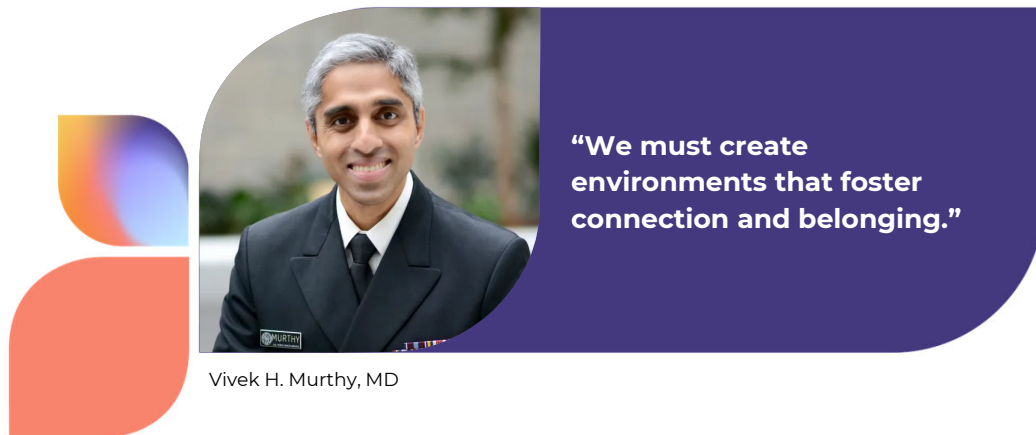


Good relationships – human connections are essential for healthy development and longevity.



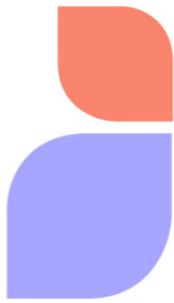
“Together: The Healing Power of Human Connection in a Sometimes Lonely World.”

Vivek H. Murthy, MD



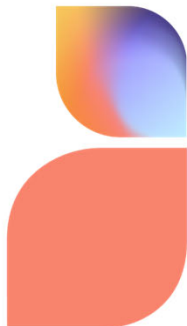
Vivek H. Murthy, MD





**belonging**

**fitting-in**



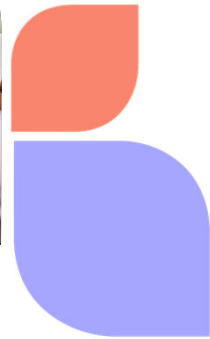
Vivek H. Murthy, MD

**“To be real is to be vulnerable, and this takes courage, especially if we believe that others will like us more if we hide or distort who we truly are.”**



## belonging in the workplace

When a group of people are disconnected from each other, they can't do what they are expected to do at the workplace: they can't collaborate, innovate, problem-solve, adapt to change, or work with a sense of purpose or cohesion.



## Four key strategies will help heal our social world



**Spend time each day with those you love**



**Focus on each other**

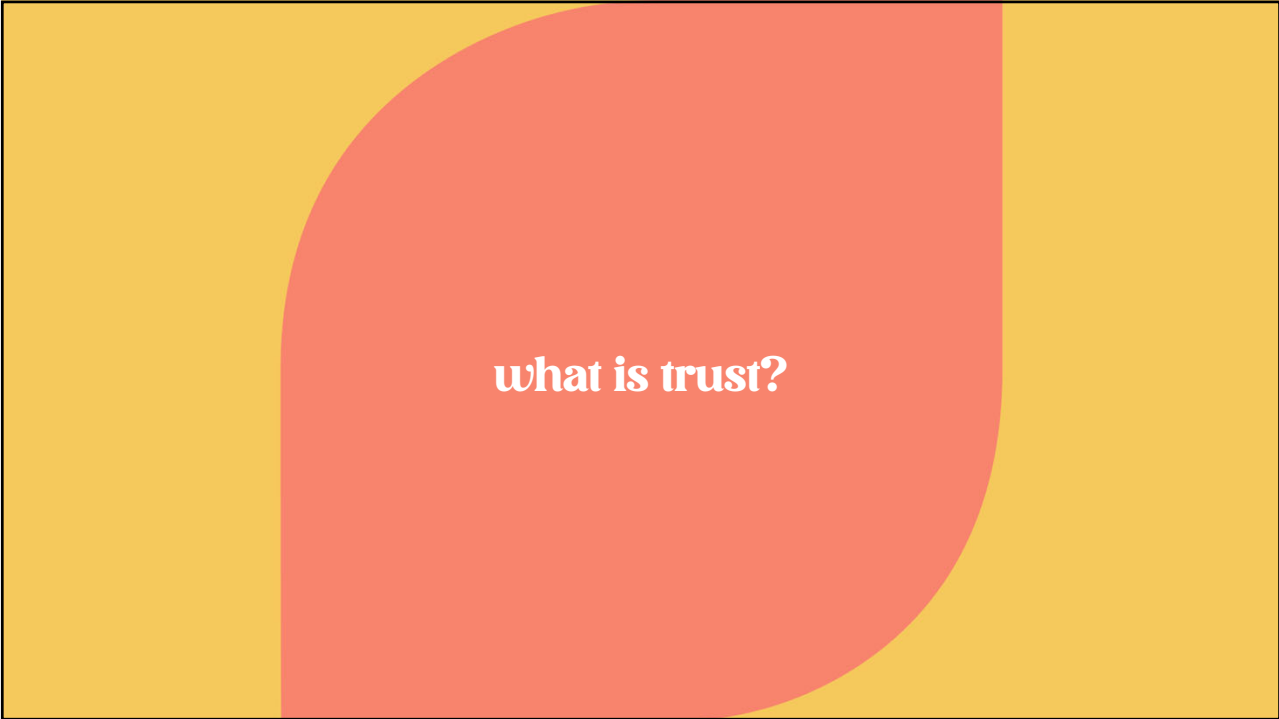


**Embrace solitude**



**Help and be helped**





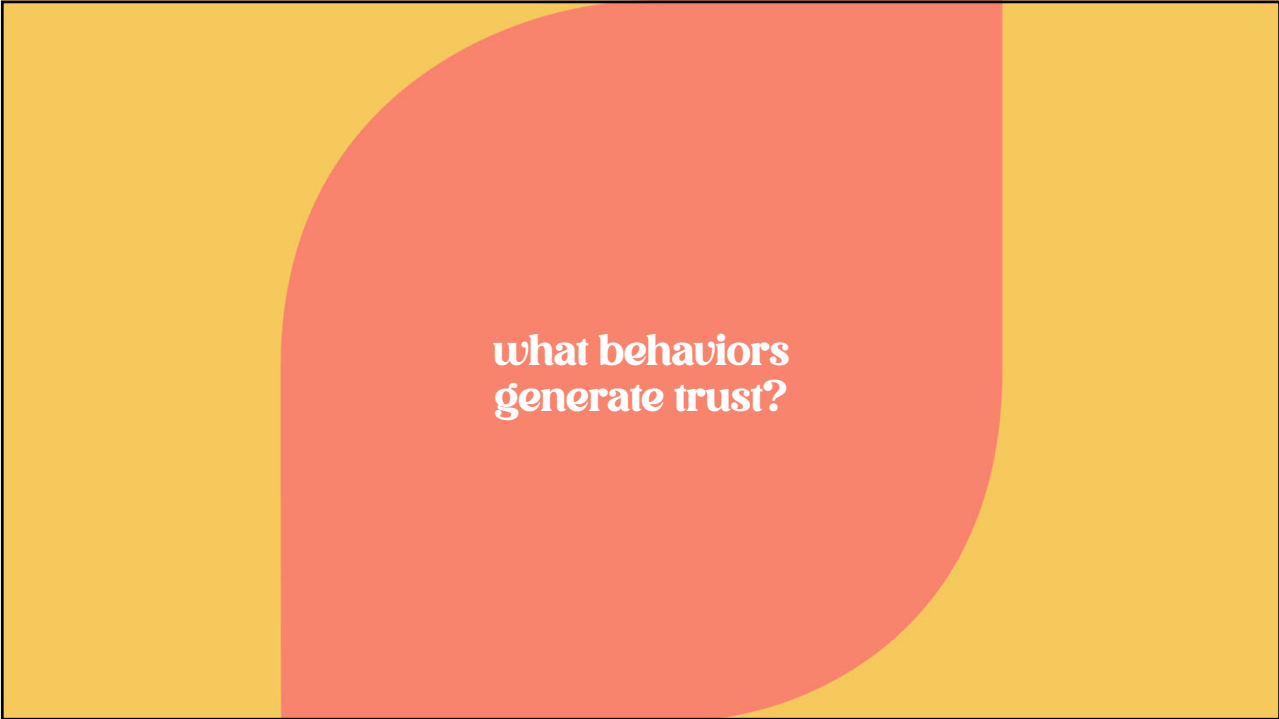
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“Trust is choosing to make something important vulnerable to the actions of someone else.”

Charles Feltman

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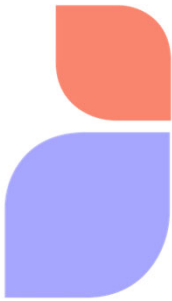
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A graphic design featuring a portrait of Timothy Clark, a man with a shaved head wearing a white shirt, smiling with his arms crossed. To the right of the portrait is a dark blue rounded rectangle containing the quote: "Psychological safety is a culture of rewarded vulnerability." To the left of the portrait is a stylized logo consisting of two overlapping shapes, one orange and one blue, with a white outline. Below the portrait is the name "Timothy Clark". At the bottom left is the "vidl work" logo with the tagline "energy, connection &amp; courage at work".

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## psychological safety allows us to feel

- Included
- Safe to learn
- Safe to contribute
- Safe to challenge the status quo

All without fear of being embarrassed, marginalized, or punished in some way.

The level of psychological safety on a team is the central measure of that team's culture, health, and vitality.



trust is a precursor for  
psychological safety

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## braving trust

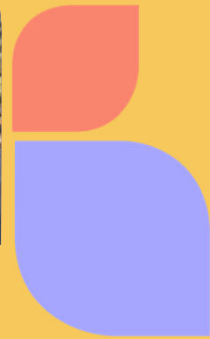
The acronym BRAVING breaks down trust into seven elements:

- Boundaries
- Reliability
- Accountability
- Vault
- Integrity
- Non-judgment
- Generosity



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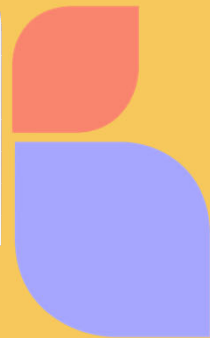
**boundaries**



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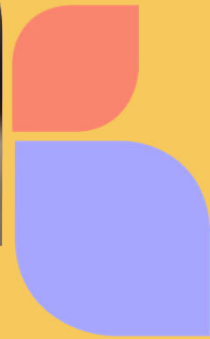
**reliability**



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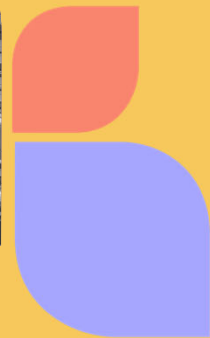
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accountability



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vault



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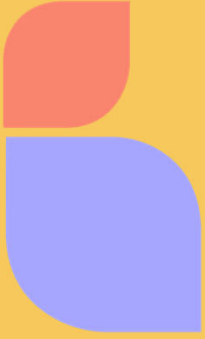

integrity



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non-judgment



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generosity



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To trust someone is  
to be vulnerable.



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**Vulnerability =**

Uncertainty

Risk

Emotional Exposure



**“we need to trust to be  
vulnerable, and we  
need to be vulnerable  
in order to build trust.”**

## trust with others

Think about someone at work with whom you have built a strong, trusting relationship. What are some of the small gestures that have helped you build trust? (E.g., asking for help or offering to help, openly discussing struggles, doing what you say you're going to do.)

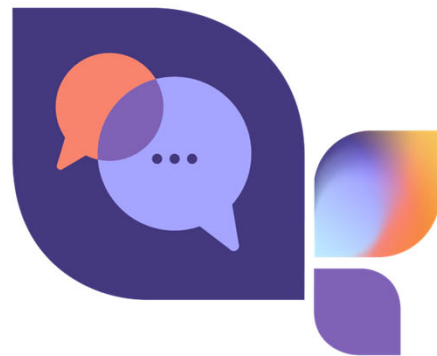


## trust with others

Now, think of a colleague with whom you want to build greater trust.

**1.** Identify the colleague's strongest BRAVING element and a specific behavior that embodies it.

(E.g., Element: Boundaries; Behavior: They ask for help when they need it.)



## trust with others

**2.** Identify the colleague's most challenging BRAVING element and a specific behavior you think would improve that element. (E.g., Element: Vault; Behavior: They share what isn't theirs to share, including with you.)



## trust with others

**3.** Realizing that you can't change another person's behavior, reflect on how you show up in your relationship with this colleague. What is your strongest BRAVING element and one behavior that embodies it? What is your most challenging BRAVING element? What is one new behavior you can commit to practicing in order to improve trust with that colleague?





“I’ve learned that people will forget what you said,  
people will forget what you did, but people will never  
forget how you made them **feel.**”

-Maya Angelou

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**Questions?**

 California  
Hospital  
Association

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# Thank you!

**Lizi Oceransky, M.A., MCC, CPCC, CDWF, CDTLD**

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