

Unlocking Innovation:

Get Your Permission Slip to Design Boldly



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A close-up photograph of a dog's paw, showing the pads and claws. The paw is dark brown with some lighter fur around the edges. The background is white.

I have a
couple of...
questions

What Locks Down Innovation?



Innovation can
transform how we
design and build...

but only when we give ourselves
permission to rise above fear.



What is **Fear's** Job?



How Do You Know You Are In **Fear**?

Impatient

Exhausted

Self-Righteous

Misunderstood

Paranoid

Paralyzed

Shame

Defeated

Out-of-Control

Confused

Overwhelmed

Victimized



FEAR RESPONSES

People Pleasing

**Compromising
(out of fear, not
collaboration)**

**Procrastination /
Perfectionism**

**Negative Self-Talk
& Comparing
Yourself to Others**

**Taking Everything
Personally**

**Making Excuses or
Complaining**

**Endless
Daydreaming**

**Isolation & Giving
Up**



Automatic, fear-driven reactions that keep us stuck and limit bold action.

WHEEL OF FEAR

WHEN YOU CAN SEE YOUR FEAR AND UNDERSTAND HOW IT WORKS — HOW IT LITERALLY PROCESSES THROUGH YOUR FEELINGS, THOUGHTS AND BEHAVIORS — IT CAN NO LONGER HOLD YOUR BOLD IDEAS HOSTAGE. IT MAKES THE PROCESS CONSCIOUS.



The Wheel of Fear shows you step-by-step how fear plays out in your life. It brings awareness to an unconscious process that is happening far below the surface.

-Rhonda Britten

PROACTIVE BEHAVIORS

Brainstorm

Be Honest

Ask Questions

**Be Willing to Be
Wrong**

**Initiate a
Conversation**

**See Another's
Point of View**

**Stand for Your
Convictions**

Express Gratitude



Intentional, freedom-based choices that move us forward and unlock innovation.

WHEEL OF FREEDOM

THE WHEEL OF FREEDOM IS THE ANTIDOTE TO THE WHEEL OF FEAR. IT IS YOUR PATHWAY BACK TO YOUR AUTHENTIC SELF — THE PLACE WHERE BOLD IDEAS, CREATIVITY, AND INNOVATION CAN THRIVE. IT GIVES US THE CLARITY AND CONFIDENCE TO EXPRESS WHO WE ARE MEANT TO BE, RIGHT HERE AND RIGHT NOW.



The Wheel of Freedom is where ease, grace, and light live and where you have patience and are willing to surrender. The Wheel of Freedom is where you can be vulnerable without fear, where you can let yourself be you.

-Rhonda Britten

The 4 No's of Fear



EXPECTATIONS



REALITY



EXPECTATIONS

“

Expectations are what I believe should happen as a result of what I think, do, say or plan.

Rhonda Britten

Intention

Today I am willing to
Practice...





COMPLAINING

“

If you are complaining, then you
are expecting things to be
different than they are

Rhonda Britten

Gratitude

Today I am grateful for...





| | | | | |
|--------------|---|----------------|---|----|
| • SHAPOVALOV | 6 | 6 ^s | 3 | 0 |
| MURRAY | 4 | 7 | 5 | 15 |

BEATING YOURSELF UP

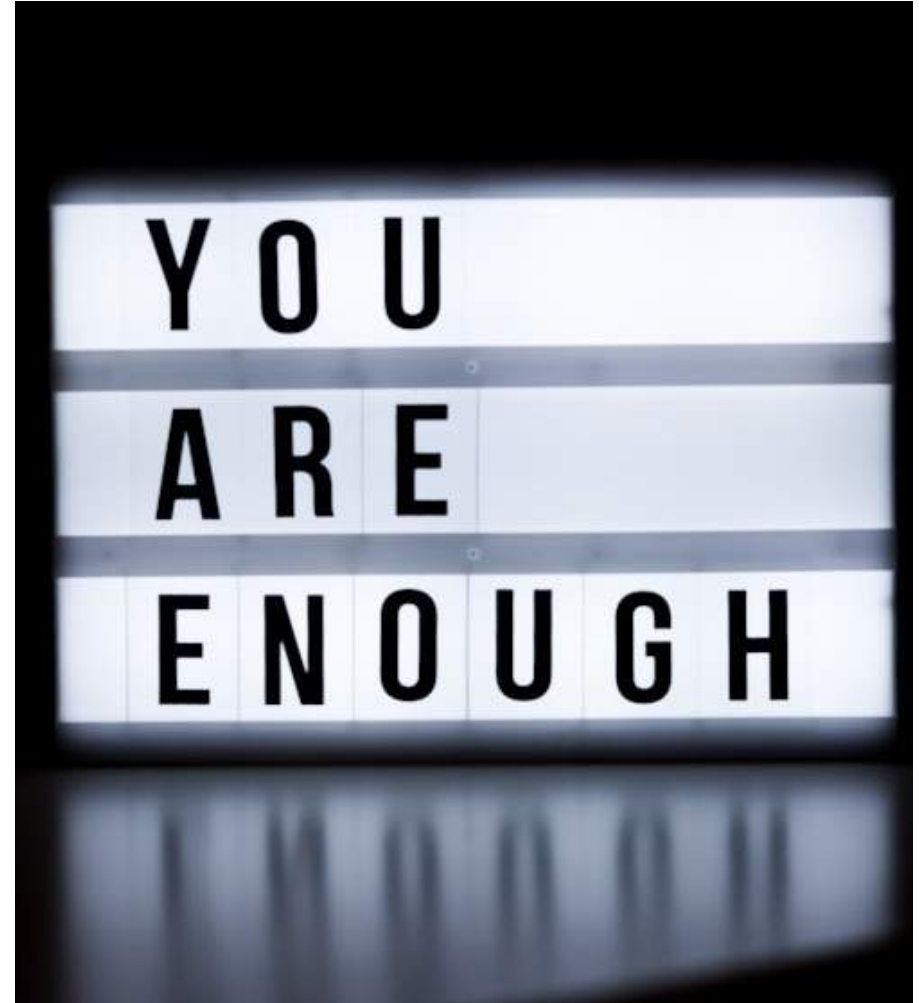
“

Beating yourself up will never
motivate you to change.

Rhonda Britten

Acknowledgments

Today I acknowledge myself for...



EXCUSES

“

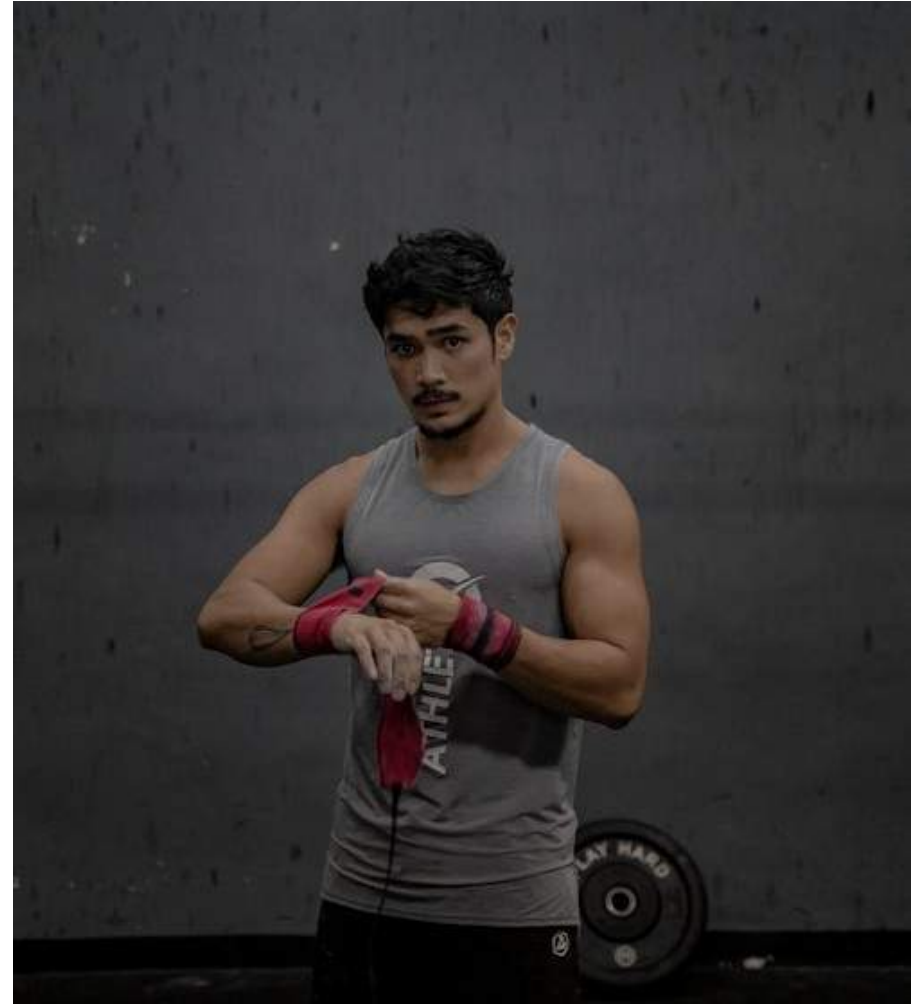
Excuses excuse you from fulfilling your potential.

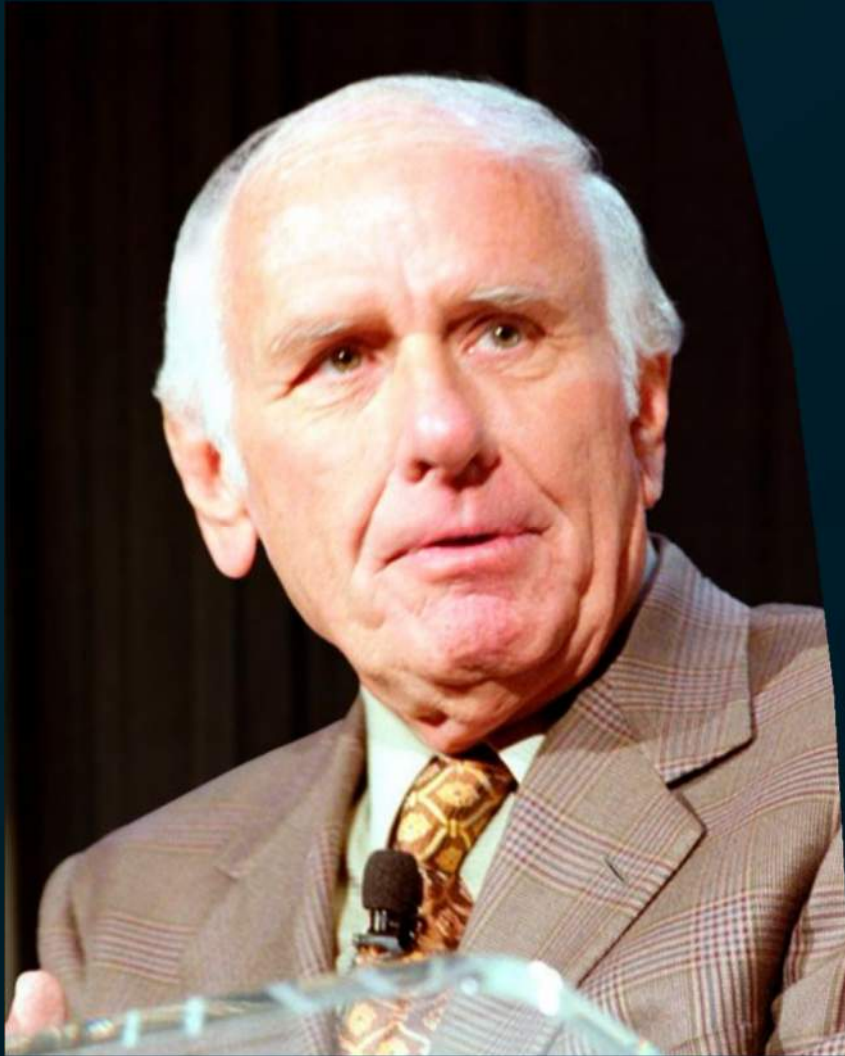
Rhonda Britten

**There's no
excuses.**

Track it or Forgive It

Excuses fade when we
see the truth or release
their hold through
forgiveness.





Address Your Fear First

By addressing the fear that holds us back, we model courage and create the conditions for our team to bring forward their boldest ideas.

“

I'll take care of myself for you, if you'll take care of yourself for me.

Jim Rohn

CREATING PSYCHOLOGICAL SAFETY

1. Model not having all the answers.
2. Celebrate small experiments.
3. Invite team voice before design choice.
4. Acknowledge contributions publicly.
5. Normalize learning from mistakes.
6. Share decision rationale.
7. Set clear boundaries and expectations.
8. Ask more questions than you answer.



Fear Shuts Down Innovation...But Safety Unlocks It

Stretch - Risk - Die



The R*I*S*K Formula



Release attachment to the outcome.

Bold ideas often get shot down. Releasing attachment means daring to share them anyway.



Invest in your **Intention**

Anchor in why this design matters — to students, to teachers, to the community.



Stand for the **Truth**
Advocate for what you know will create better learning spaces, even if it's uncomfortable.



Keep **Kindness** a Priority

Bold doesn't mean combative — kindness keeps dialogue open and teams psychologically safe



OREGON
HEALTH & SCIENCE
UNIVERSITY

Google





Helping Stakeholders Say **Yes**

Name the Fear
Without Judgment

Reframe the Risk as
Opportunity

Lead with Stories,
Support with Data

Elevate Student
and Teacher Voices

Prototype & Pilot

Co-Create the
Solution

Anchor Back to
Values

Practice Gratitude
and
Acknowledgment





What bold,
innovative
ideas have
you been
holding back?

Now's the time to
give yourself
permission to
share freely.



The future of learning deserves **bold** ideas! The next move belongs to **YOU**.

