IDENTIFY

While this may seem obvious at first, consider there are problems happening around you that are not being identified as problems. This requires being present, being aware, and thinking from your values.

When you are coming from your values – and seeing or hearing what is around you through your values – you will powerfully be able to distinguish a problem as a problem and then proceed to the next tool.

What will have you not identify a problem, as a problem, is your set of excuses, explanations, justifications and reasons. Even when you know something is a problem. In that moment, whatever is happening becomes “just the way it is” and “just the way life is.”

GO BEYOND

The moment you identify a problem as a problem, you will immediately have a thought – a very powerful thought that might have you freeze, stay silent or even walk away. It is that powerful of a thought.

Three possible thoughts you could have are:

1. “No one else is doing anything, it must not be a problem.”
2. “It’s not my job – someone else will do (or say) something.”
3. “I am scared of what might happen if I do (or say) something.”

These are three of the barriers to intervention and are the key sources of bystander behavior.

This tool requires that we simply identify the thought, as a thought, and GO BEYOND that thought. Don’t let that thought diminish the problem and have you turn your back on making the difference.

This is simple. Yet, it’s not always easy. This takes courage.

TAKE ACTION!

Now that you have identified the problem and gone beyond the barrier, you want to now take some kind of action. In many situations, this doesn’t require a big action with high drama and emotion. It can be simple yet powerful.

It could be calling 9-1-1. It could be having a conversation – then or later. It could mean changing the subject. It could also mean direct confrontation.

Be safe. Be responsible. And, take some kind of action – big or small – to make the difference in the situation and for those impacted.

This is leadership.

This is power.

This is what it looks and feels like to be an everyday hero!