



Overcoming Fear

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1. To **identify the most common fears and the costs associated with them**
2. To **discuss the most effective techniques for overcoming fear in our lives**
3. To challenge *you* to **create a plan** to face and overcome fear in your life



What are our
greatest fears and
what do they cost
us?

Our Fear “Parking Lot”



- Public Speaking
- Death
- Career Insecurity
- Financial Fears
- Failure
- Doing the Wrong Thing
- Things You Can't Control
- Health
- Change
- In-Laws

*Note: These items
came from group
discussions on
7/19/11*

The Most Costly Fears



The following are the most common and costly fears:

Fear of...	Cost
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Should We Be Afraid?



The most common excuses I hear (from clients) for refusing to face one's fears:

- **“I have too much responsibility** in my life today to take on any significant risk or change right now”
- **“I have too many people counting on me** (I don’t want to let them down)”
- **“Others would be very upset** with me if I did / said that. I’m better off not rocking the boat”
- **“I’m not ready.** I’ve got more things I need to get in order before I can make the change I want”
- **“Who am I kidding?** I couldn’t pull that off even if I wanted to”
- **“I’m too old”** (my favorite)



“But there is suffering in life, and there are defeats. No one can avoid them. But it's better to lose some of the battles in the struggles for your dreams than to be defeated without ever knowing what you're fighting for.”

- Paulo Coelho

The Formula for Overcoming Fear



In order to overcome fear in our lives, one must possess at least 2 of these 3 elements:

- » Purpose
- » Courage
- » Faith

The Formula for Overcoming Fear



In order to overcome fear in our lives, one must possess at least 2 of these 3 elements:

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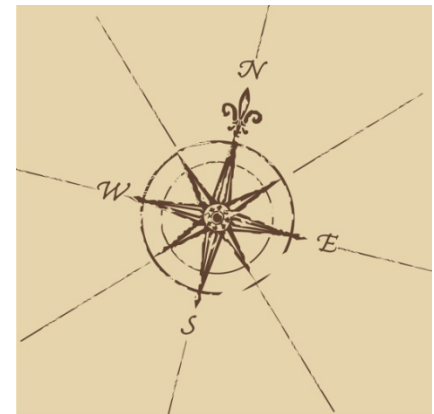


“What man actually needs is not a tensionless state but rather **the striving and struggling for some goal worthy of him**. What he needs is not the discharge of tension at any cost, but **the call of a potential meaning waiting to be fulfilled by him.**”

-Viktor Frankl

Purpose gives us a way to:

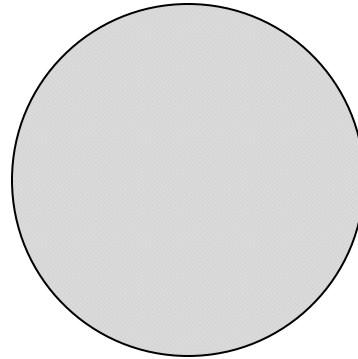
1. Make sense out of ambiguity
2. Take courageous action in uncertain times



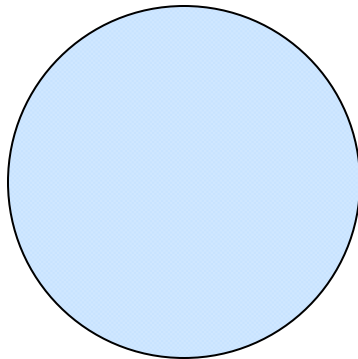
Crafting Your Personal Vision / Compass



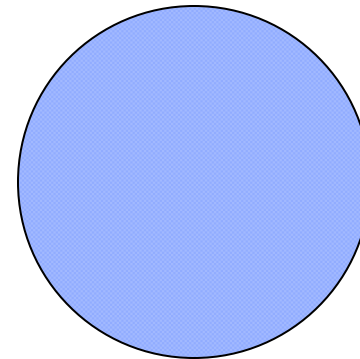
Strengths



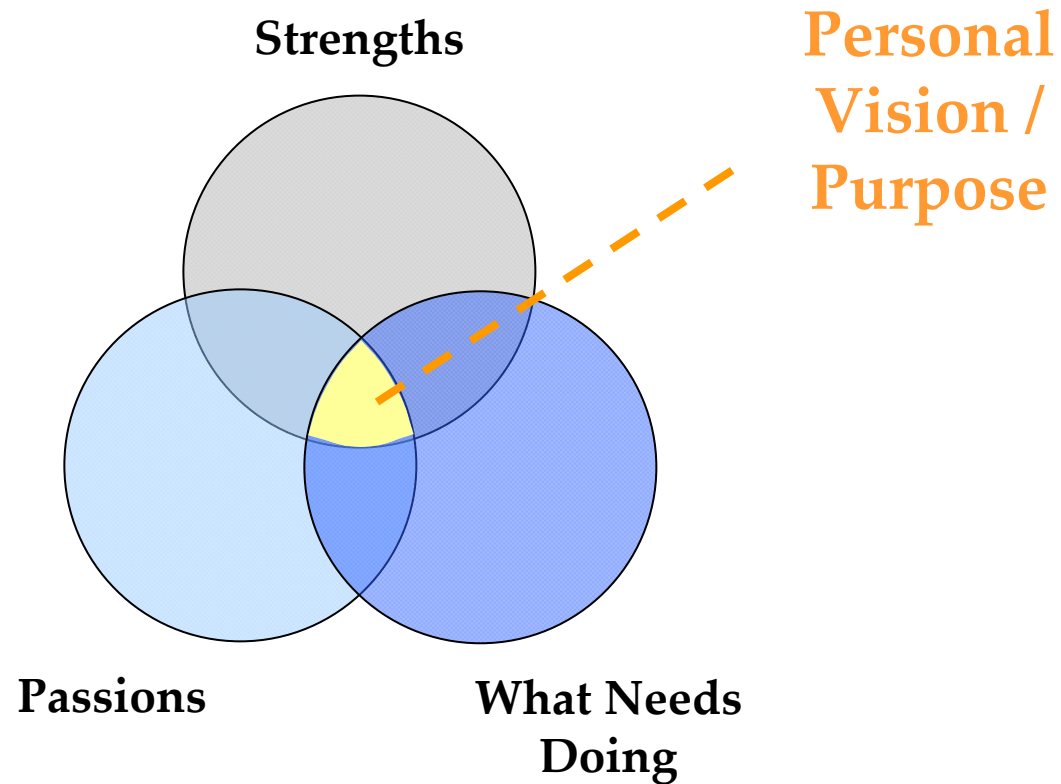
Passions



**What Needs
Doing**



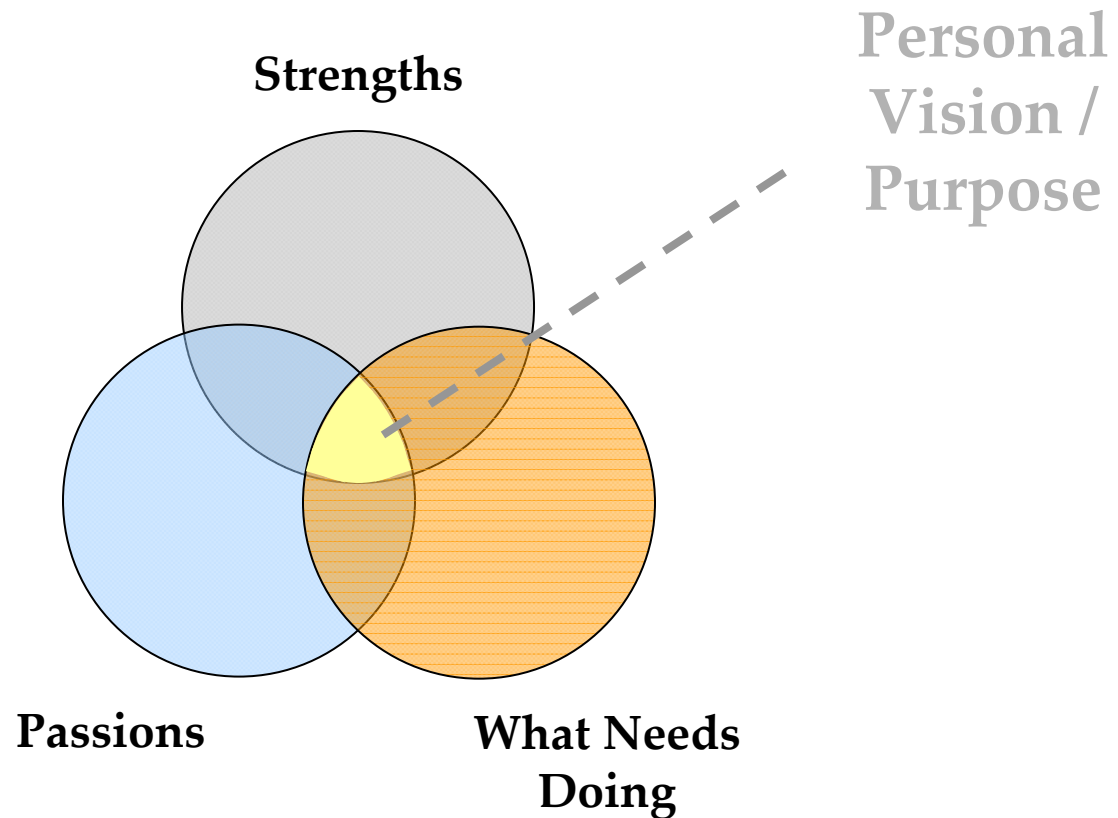
Crafting Your Personal Vision / Compass





What Needs Doing

Crafting Your Personal Vision / Compass



Finding Meaning In What We Do

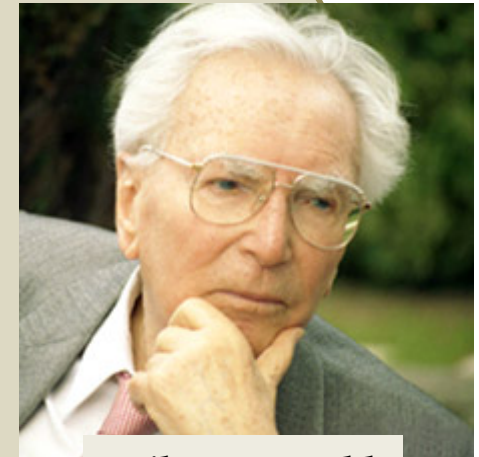


Viktor Frankl, the famous psychologist offers three ways to find meaning in life

"We can discover meaning in life in three different ways:

1. By creating a **work or doing a deed**
2. By **encountering someone (in our lives)**
3. By **the attitude we take toward unavoidable suffering.**"

- Viktor Frankl



Viktor Frankl

Source: *Man's Search for Meaning. An Introduction to Logotherapy*, Boston: Beacon, and Random House / Rider, London 2004



We can find meaning in our work in two ways:

1. *What you do*

OR

2. *How you do it*



Since 2005, employees have donated **\$2.1 million** in cash to the hospital.





“The journey to authentic leadership begins with understanding the story of your life. Most authentic leaders reported that their stories involved **overcoming difficult experiences and using these events to give meaning to their lives.**”

Source: Discovering Your Authentic Leadership, HBR, Feb. 2007 p. 130

The 5 Questions



1. Growing up, what did you always need and never get?
2. What did mom / dad always need and never get?
3. What did you particularly value from your childhood that you would like to give to others?
4. Who do you want to help or serve? Who do you want your customers to be?
5. What gets you mad in the world?

What would you want inscribed on your tombstone?

Consider the following (Optional):

- Your values
- Your “stakeholders”
- The need you would like to meet in the world



Examples...



- *Help People Integrate Who They Are With What They Do*
- *Create Organizations I'd Be Happy to Have My Children Work In Someday*
- *Create Sophisticated Financial Systems for Companies Looking to Grow*
- *Create Truly Inclusive Schools Where Every Child's Giftedness Is Celebrated and Fully Developed*
- *Bring a Small Taste of Luxury to Everyday People (Like My Parents)*

“Why” vs. “How”



Leadership communication at its essence:

Leadership = answering the WHY questions

Management = answering the HOW questions

“He who has a why to live can bear with almost any how.”

- Friedrich Nietzsche

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In order to overcome fear in our lives, one must possess at least 2 of these 3 elements:

» Purpose

» **Courage**

» Faith

Facing Fear with Courage



Overcoming fear with courage can take any of the following forms:

- **Get mad** – have you had enough?
- **Stand up for the innocent** – identify your “stakeholders” and protect them. It’s not about you
- **Say “No”** – sometimes courage is about refusing to “do” anymore



“It is critical that I model a life of courage and risk-taking for my children. I don’t want them to grow up afraid of life and fearful to make the changes they want to make.” - *Client*

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Individuals that overcome fear with Faith typically answer “yes” to the following questions:

Question #1 – Do you see yourself as meant for something bigger?

Question #2 – Do you believe that things will work out in the end?

Question #3 – Do you believe in something bigger than you?

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- Identify your particular set of fears and ask yourself what those fears **are costing you**
- Look for **Purpose, Courage and Faith** to overcome fear and change in your life
- I promise **“you won’t die”**
- ... and **“you are going to die”**



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[Q & A]

