



**Jacqueline Wales**  
Be Fearless...See Where it Gets You!

# The Inner Game



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[jacqueline@jacquelinewales.com](mailto:jacqueline@jacquelinewales.com)

(646) 241 7115

[www.jacquelinewales.com](http://www.jacquelinewales.com)



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# Inner Game: Developing Self-Awareness

## Outcomes

**By the end of this program you will be able to:**

- Explore how to cope with changes and transitions
- Identify seven phases of transition
- Manage change and transitions
- What has changed for you as a result of completing this program?

## Introduction

To be truly happy we need to do more than achieve our goals - we need to know who we are - and express that in the world. This is called being authentic. In addition, to achieve success in life - with the most ease - we need to be congruent. Being congruent is when our actions align with our values and who we are. Through self-awareness you bring focus, clarity and depth to your actions, habits, brainstorming, decision making, visioning and goal-setting. Align your lives, priorities, and actions with who you really are. The next two weeks focus on helping you get to know yourselves better and express yourselves more fearlessly and authentically in the world.

"THE WORLD WE SEE THAT SEEMS SO INSANE IS THE RESULT OF A BELIEF SYSTEM THAT IS NOT WORKING. TO PERCEIVE THE WORLD DIFFERENTLY, WE MUST BE WILLING TO CHANGE OUR BELIEF SYSTEM, LET THE PAST SLIP AWAY, EXPAND OUR SENSE OF NOW, AND DISSOLVE THE FEAR IN OUR MINDS."

JACQUELINE WALES

## How Your Beliefs Are Formed

From a very early age in childhood, we begin acquiring beliefs, when society trains us to rein in our behavior — to resist yelling and running in public places. Our brains are very good at spotting patterns and making associations, so we constantly process the stream of information about the world around us and use it to form beliefs. Over time, we internalize these messages.

## Costs & Consequences of Self-Limiting Beliefs

Beliefs aren't facts. They may or may not be true or helpful, but they still dictate the way we behave in life. If we believe that we're not good enough, we won't put ourselves forward for promotion—and seeing someone else get promoted ahead of us will then reinforce that same belief. These types of beliefs become self-limiting—they limit our horizons and hold us back from doing things that we want to do. One seemingly insignificant belief repeated over and over can be the catalyst for your ways of being and fears in life.



Beliefs can turn into self-fulfilling prophecies. What you believe influences the way you interpret events, how you feel, and how you behave. And much of the time, those beliefs turn into self-fulfilling prophecies.

Depending on what you believe you will or won't take certain actions, which then leads to specific results. Here's how a belief impacts your results:



If you want different results, start being more aware of how your thoughts and beliefs impact your choices and actions.

### **Challenge: Identifying your common beliefs and the costs/consequences of these beliefs**

#### **Your Limiting Beliefs**

As we grow as leaders and managers, limiting beliefs can inhibit our growth. Instead of seeing a fork in the road, a limiting belief may force us down only one path, which may or may not be the right one. In order to expand our paths and broaden our opportunities for growth and change, we need to recognize our limiting beliefs and work to shift our mindset.

#### **What are your Limiting Beliefs? Add your own to this list.**

- "I am not worthy of being loved."
- "I am not smart/pretty/talented enough."
- "I could never open my own business."
- "I don't have enough time/experience/resources to pursue my passion."
- "I should avoid failure at all costs."
- "I should never question authority."
- "I'm just faking it."
- "I don't deserve it."
- "I'll never get what I want."
- "I'm not good enough."



## Costs/Consequences of the Belief

Now that you have identified some of your self-limiting beliefs, what are the costs of those limiting beliefs? Consider how that cost will magnify in 1 year and 5 years. What is the maximum point of pain that this belief/perception is causing? At what point in the future will this belief be too much?

Identify one of your self-limiting beliefs and complete the worksheet on the following page by adding your self-limiting beliefs. When answering consider the following as possible costs:

- Sales/Profit Costs
- Employee Costs
- Quality/Service Costs
- Personal Time
- Family
- Sleep
- Eating
- Tension in Body
- Posture
- Vitality
- Other Health Issues
- Feelings of Self-worth

## Recognize Our Limiting Belief Tips

- Bring awareness to the words we use. Does the belief help us move forward or limit our potential?
- Be honest. Is the belief or story we are telling true?
- Stick to the facts. Saying you are a young leader is true but saying you are a young leader so therefore people won't listen is not accurate. Is there evidence behind it?
- Take a pause before you finish the sentence with a belief that does not serve you. For example: "I don't have experience starting a company" versus "I don't have experience starting a company *so therefore I can't do it.*"

### Enhance your Learning – Optional Activity: How do your fears define you?

(see Appendix A)

Acknowledging our fears is a very powerful tool. It brings a greater awareness to the critical or judging element within us – and that then gives us the opportunity to make changes and do things differently. Complete this optional activity if you want to further explore how your fears might be defining you.

Particulars	Rating (1 - 5)	Costs/Consequences of this Belief (Now, 1-year, 5-years)
I can't count on anyone to do things as well as I can.		
I need everything to be perfect before it leaves my office.		
When things go even a little bit wrong, I need to take over.		
I don't have enough experience/qualifications.		
It is important that I am well liked by others.		
Someone else can probably do this better than me.		
I don't like conflict and tend to avoid it.		
I'm too old (or too young).		
Other:		
Other:		

## Reframing a Pervasive Limiting Belief

### Choosing Positive Behaviors

Reframing is a technique that can be used to destroy both existing beliefs and ones that are just starting to form inside your mind. Reframing is all about positive thinking. It is changing a meaning, a statement, or situation, from negative to something that is positive or that implies an opportunity for something better.

### Tips to Reframe a Limiting Belief:

- Familiarise and avoid cognitive errors, such as:
  - Avoid downplaying and magnifying the negatives like “useless”, “failure”, or “inadequate”
  - Drawing conclusions when there is little or no evidence
  - Blowing things out of proportion.
  - Using words like ‘always’, ‘never’, ‘everyone’, ‘all’, ‘nobody’, etc.,
  - Overgeneralisation – making conclusions based on a single event.
  - Attributing personal responsibility for events which aren’t under your control.
  - Thinking in extremes like “black-and-white” or “all-or-nothing thinking”
- Examine your negative beliefs and which emotions are involved - question how valid they really are. By questioning your negative beliefs and looking for alternatives, you can replace thoughts led by fear with realistic and positive thoughts.
- Apply alternative views - There are always multiple perspectives to any given situation or circumstance. When you restructure your beliefs, you can look at the same facts through a new perspective and interpret in a way that can keep you motivated.

### Challenge: Reframing Limited Beliefs

**Identify one of your self-limiting beliefs:**

**Reframe your limiting belief with a new belief that is not the opposite and is something that you can make a habit.**

**Challenge: What Makes Your Heart Sing**

Get in touch with what truly gives you joy in life. Imagine you are blissfully happy and feeling true joy - free and light of all cares and worry. You can't help but smile (within or without) and you feel relaxed and at peace with yourself and the world.

*Instructions:*

- Allow yourself 10 minutes or so of quiet time and write your answer in the spaces below.
- Don't analyze just write! If your answers seem overly-simple, it's a good sign.
- Feel free to add extra things to your list that come up in the days and weeks ahead.

*Tips:*

- Think back to your childhood – what were you doing when you were most happy?
- Think about your 5 senses; sight, hearing, touch, feeling and taste – think of one joy for each.
- Examples include watching children or dogs playing, hiking a mountain, cooking, watching the world go by out of your window, telling someone you love them, fresh sheets on the bed or something completely different. These things you write down will be unique to you.

**What are my top 10 joys in life? What makes my heart sing?**

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1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

Review your list. What common themes, powerful messages or surprises can you see? How easy are they to do? Why do you think you don't do them more often?

Perhaps you are already thinking of ways you can bring some of these ideas into your life.

Write below one specific action you will take to bring more joy into your life.

### Challenge: Your Role Models

#### *Instructions:*

We often have role models or people we admire. It could be their image, their energy, their people skills, leadership skills, the way they make life seem so easy and uncomplicated or something else. Whatever inspires you, this exercise helps you think about who you would like to be by considering what it is in others that you admire and aspire to: If you can see it in others, you already have that quality within you!

Use the chart below to complete the following questions:

**Step 1:** Who are your Top 3 Role Models? Who impresses you? Who do you admire?

**Note:** They can be real or in your imagination, someone you know or don't, in a film or book, alive or even dead!

**Step 2:** Who has been most influential in your life over the last year, personally and in your career?

**Step 3:** What about them has impacted you? What do you most admire about your role models above and why? What can you learn from them?

**Step 4:** Which of these qualities would you like to emulate or have for yourself?

Role Models	Qualities you admire	Qualities you like to emulate
Personally:		
In your career:		

**Step 5:**

**How could you begin to bring some of those qualities into your everyday life?**  
*Note: Think how you could adapt what your role models do to fit you and your life, what unique slant could you add?*

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**Step 6:**

Reading books, memoirs, autobiographies or watching/listening to podcasts, radio, films and documentaries about the people you admire can give you plenty of ideas and inspiration on how to grow.

**What one specific action will you choose to move forwards with? By when?**

**Challenge: Values Preference Indicator (VPI)**

The VPI is a simple tool to help measure your personal values preferences and gain a deeper understanding of the values that are most important to you. The VPI can assist you to do the following:

1. Determine your personal and professional values preferences
2. Provide a process to help you prioritize your values
3. Understand how all your interpersonal relationships are affected by your top values
4. Design a work/career life that best reflects your values and needs
5. Outline a development plan to better align your life with the needs of your values
6. Make more intentional life choices and values-based decisions
7. Establish where you can increase your fulfillment and purpose in life
8. Reduce conflict and increase harmony as others become aware of the needs and wants of your top values
9. Accept others more easily as you recognize the different needs of others' values
10. Increase your overall confidence and clarity in all areas of your life



## Appendix A: How do your fears define you?

Acknowledging our fears is a very powerful tool. It brings a greater awareness to the critical or judging element within us – and that then gives us the opportunity to make changes and do things differently.

One way of looking at your fears (inner critic or judge) is to see them as a habitual way of thinking. When you were small, your fears helped you stay out of trouble. It protected you by repeating what it saw and heard from authority figures - teaching you how to stay safe by doing well and avoiding displeasing those who were crucial to your survival. But while you have 'grown up' and moved on, your fears continue to feel real. The voice in your head bullies, judges and criticizes you to 'keep you safe'!

Fear is a normal emotion. Uncertainty is the greatest motivator for fear. But you don't have to believe everything you think. The intention of this challenge is to get you to look at where fear comes from, and start thinking about how it gets in the way of your fulfilling your potential.

Answer the following questions:

**Where and when in your life do your fears tend to crop up? What's happening at the time?**

**What purpose do your fears serve, what are they trying to achieve?**

**Where might your fearful thinking come from? Which specific people or experiences?**

How does your fear-based thinking hold you back from what you want to achieve?

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How could your life change and improve if you were to let go of these fears?

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Moving Forward:

Finally, what will you do with this information? What ONE action will you take?

Action:	By When:
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**Appendix B: Retirement Party Visioning Exercise**

*Instructions:*

This visioning exercise involves you imagining some point in the future when you are going to retire. A party has been organized to celebrate you and the substantial change you are making in your life. This party is being held in your honour and is celebrating YOU. Someone has written a speech celebrating you. What would it say? Use the question prompts below to help you write the speech that someone will read ABOUT you in the space below.

*Tip:*

Don't worry about writing a "good speech" - instead, concentrate on what the speaker might say - if it helps, imagine this is a first draft of the speech, just to capture the key points. And remember to write the speech in the 3<sup>rd</sup> person ex. "Daniel/Uncle Daniel has always...":

Question	Response
How old are you? Who is at the party? Where is the party being held?	
What have you achieved in your family, career, business, community or in the world?	
What is it about you that the people at the party truly value?	

<p>What would YOU want to be said about you? What would you be disappointed if it was not said?</p>	
<p>What did you do that was truly amazing? Where did you surprise yourself? Where did you surprise others? What are you MOST proud of? What mistakes did you make, that you can laugh about now?</p>	
<p>What is the essence of you that you would want to be captured in that retirement speech?</p>	
<p><b>Optional:</b> Where are you going next in your life? What are you excited to spend more time doing? How do your friends and family fit into your life going forwards?</p>	