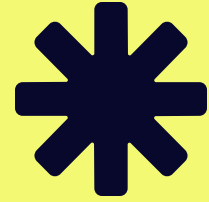


The Power of Fear in the Workplace

Jacqueline Wales

VISITAGE



**Have you experienced fear in
your career and life?**






How I

Learned To

LOVE

Fear!

Agenda



Courage is one step
ahead of fear

1. How I Learned to LOVE Fear
2. What is Fear
3. What Do You Fear?
4. The Neurology of Fear
5. 5 Principles of Fear
6. Fear and Leadership
7. Fear as a Motivational Force
8. Conclusion and Reflection

Moneyball – “Biggest Fears”





What Is Fear?

Fear is a natural, essential response designed to help us survive.

Fear is imagination based.

Fear is the stories we tell ourselves.

Fear is a conditioned response.



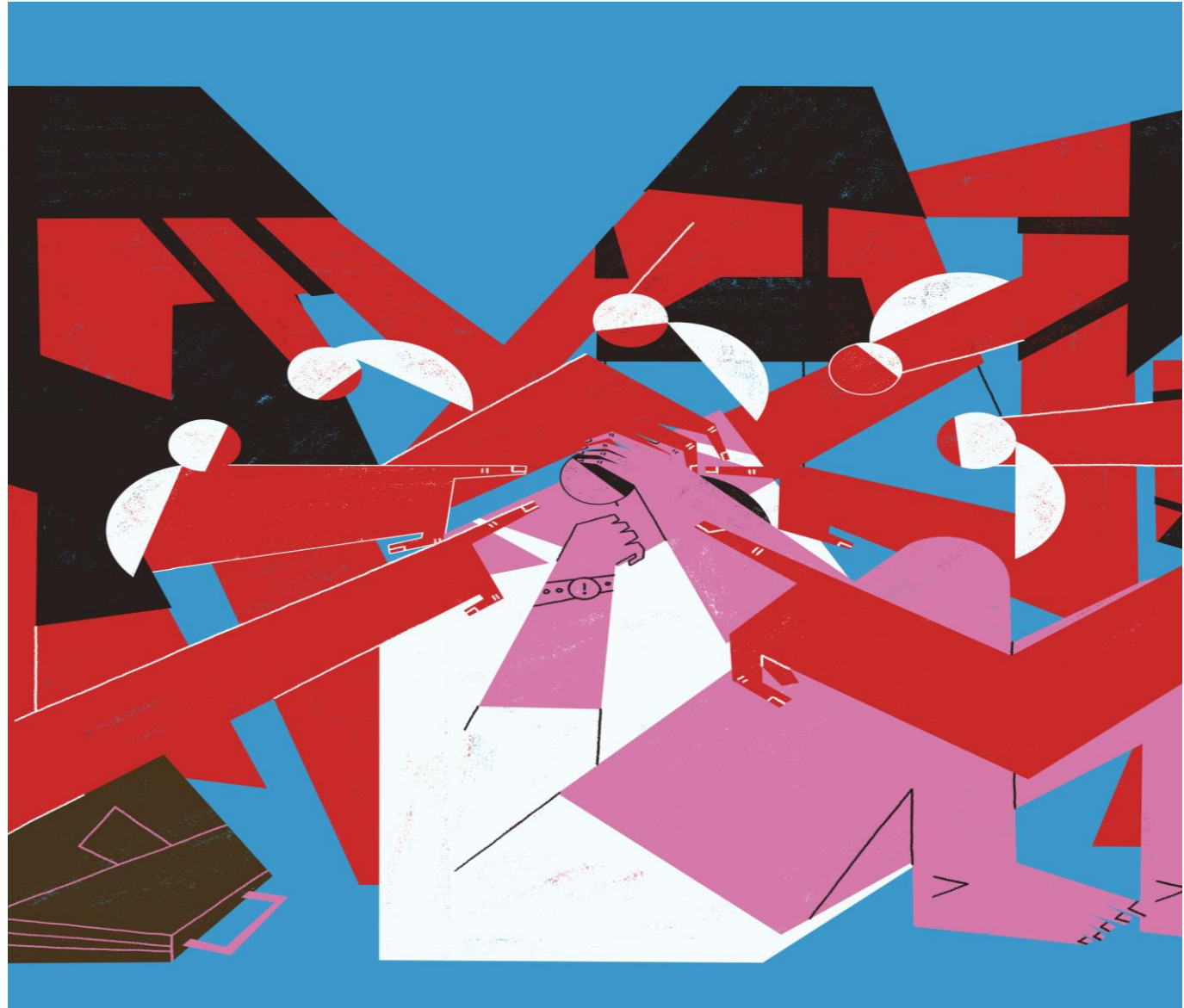
A close-up photograph of a heavily rusted, spherical iron ball. The word "FEAR" is engraved in a bold, sans-serif font across the center of the ball. The ball sits on a dark, weathered wooden plank. To the left, a thick, rusty chain lies on the wood, extending towards the background. The lighting is dramatic, highlighting the textures of the rust and the wood against a dark background.

FEAR



What Do YOU Fear?

What are your top three personal fears related to your personal and professional life?





YOUR

ONLY

LIMIT

IS

YOUR

MIND



FEAR

— IS A —

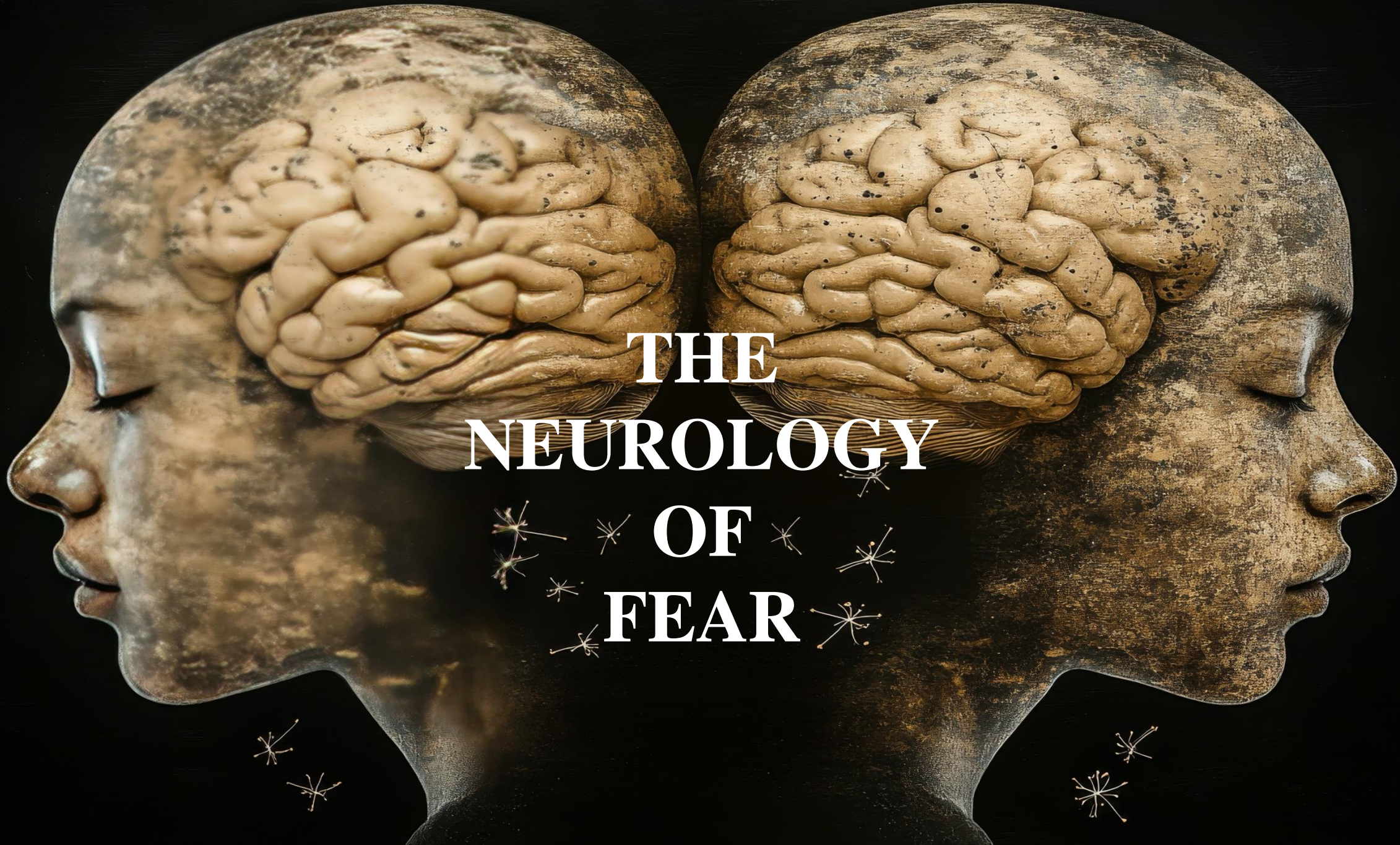
REACTION

COURAGE

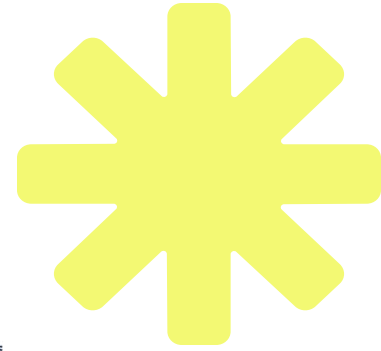
— IS A —

DECISION





**THE
NEUROLOGY
OF
FEAR**

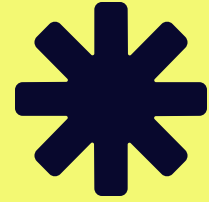


The Brain's Fear Response



Prolonged Fear Destroys Our Minds and Bodies

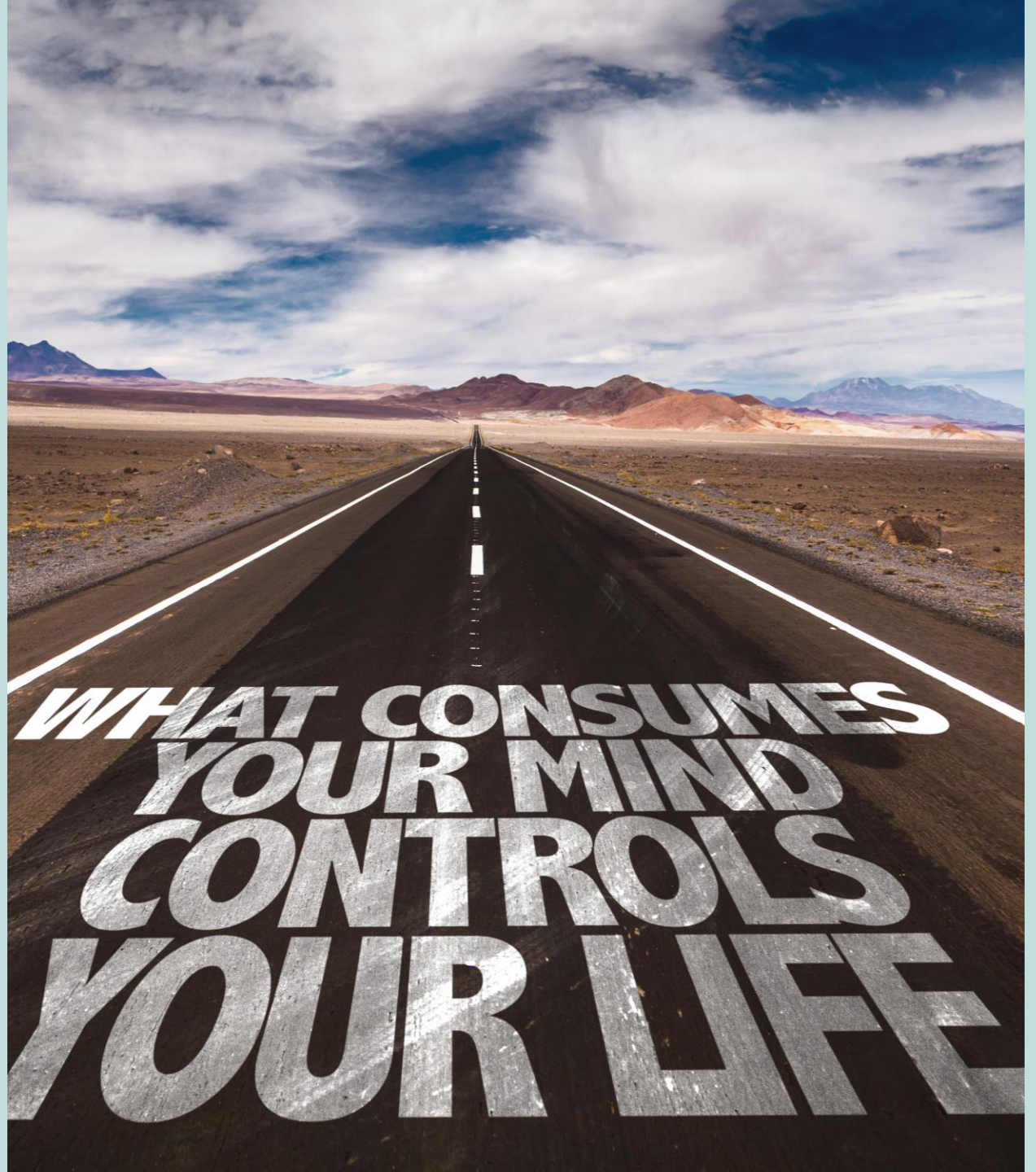




Fear Impacts Companies, Leaders and Employees



- **50%** of employees delay decisions due to fear.
- **60%** believe fear impacts team interactions.
- **42%** of employees don't feel cared for by their employers.
- **87%** of employers believe that their organisation currently demonstrates care.

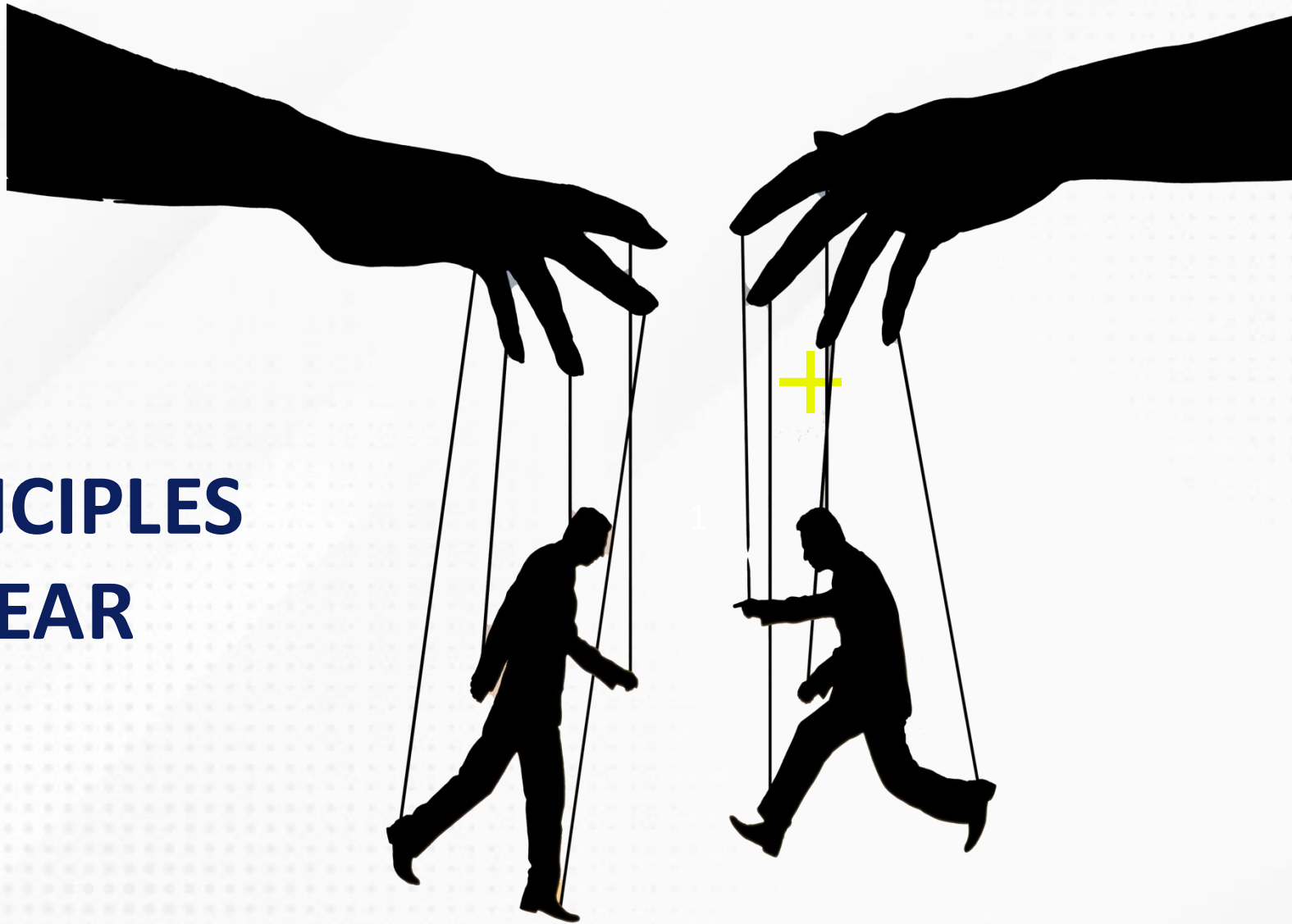


Fear Impacts Employees





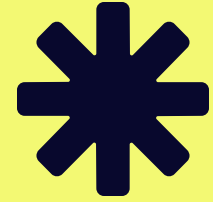
5 PRINCIPLES OF FEAR





Change
THE
GAME

The image features a stylized title 'Change the Game' on a dark teal background. The word 'Change' is written in a large, white, cursive script with a distressed texture. Below it, the word 'THE' is in a smaller, white, blocky font. The word 'GAME' is in a large, bold, blocky font, with 'G' in reddish-pink, 'A' in orange, 'M' in light blue, and 'E' in light green. The text is surrounded by various decorative elements: colorful brushstrokes in shades of orange, pink, and blue; small white circles resembling bubbles; and larger, abstract shapes in green and blue. The overall style is hand-drawn and artistic.



WHAT DID YOU LEARN?



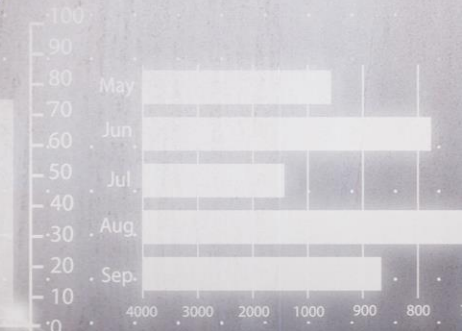


10 MINUTE BREAK

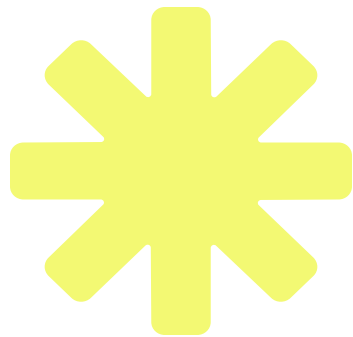




Fear Impacts Leaders



Emotional Intelligence in Leadership





Practical Steps for Leaders



NEVER
LET YOUR
FEAR
DECIDE
YOUR
FUTURE





Managing Rapid Growth In an SMB SaaS Company





“

You cannot change how someone thinks, but you can give them a tool, the use of which leads them to think differently.”
– Buckminster Fuller.

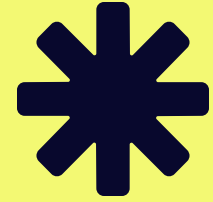
Jacqueline Wales



Jacqueline Wales
Unapologetically Raw & Real!

5 MINUTE
BREAK





WHAT DID YOU LEARN?

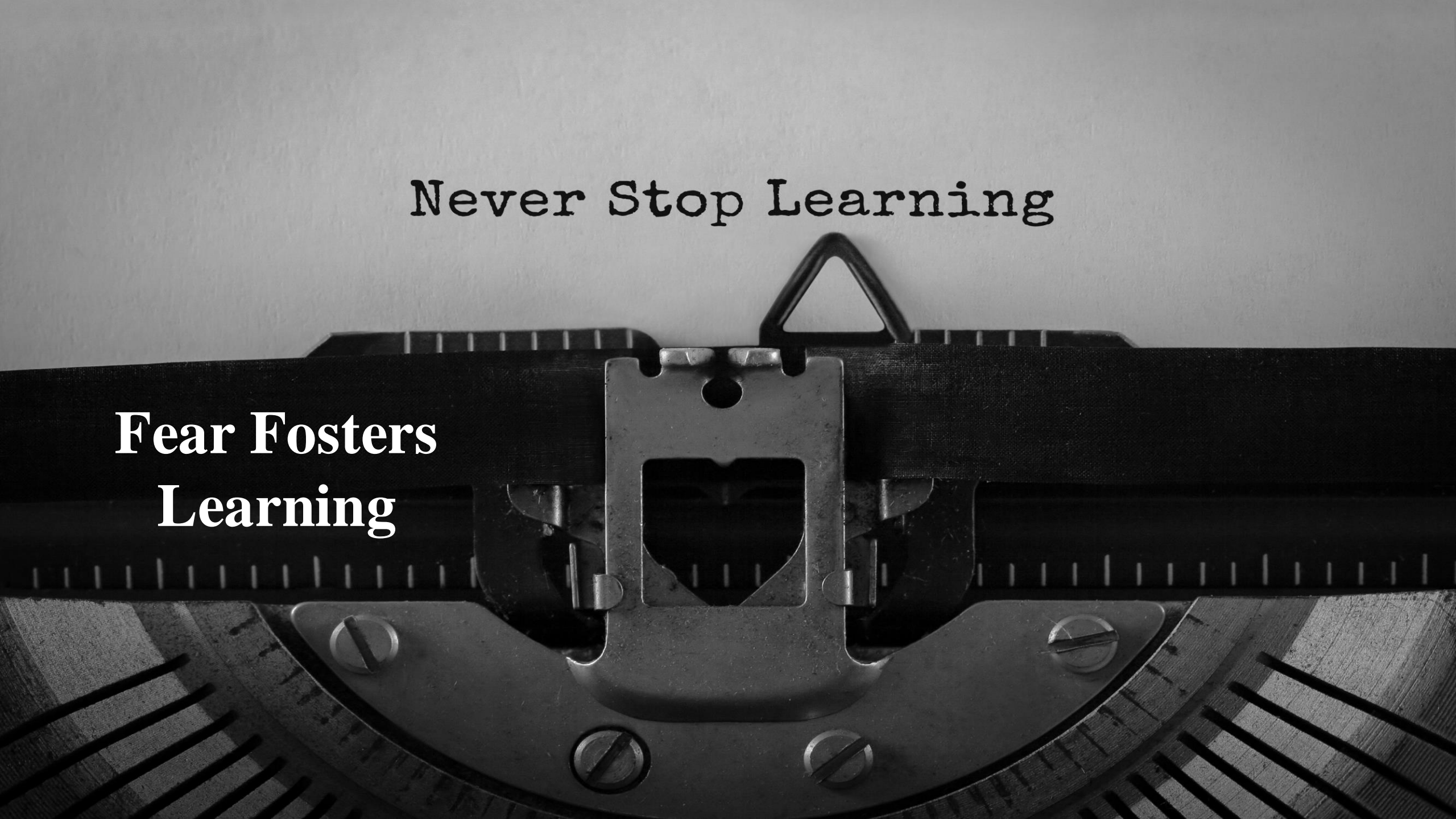


**Fear as a
Motivator
Rather than a
Deterrent**



**Why
Understanding
Fear is Critical
to Your
Organization**





Never Stop Learning

**Fear Fosters
Learning**

FEAR FOSTERS INNOVATION



A stack of five wooden blocks is shown. The top four blocks are stacked vertically and each has the word 'POSITIVE' written on it in a dark red font. The fifth block, at the bottom, has the word 'NEGATIVE' written on it in a black font. A person's finger is visible on the left side, pushing the 'NEGATIVE' block out from the stack. The background is a blurred green, suggesting an outdoor setting with foliage.

POSITIVE

POSITIVE

NEGATIVE

POSITIVE

POSITIVE

**Maintain a
Positive
Outlook**

Self-Awareness

W H O

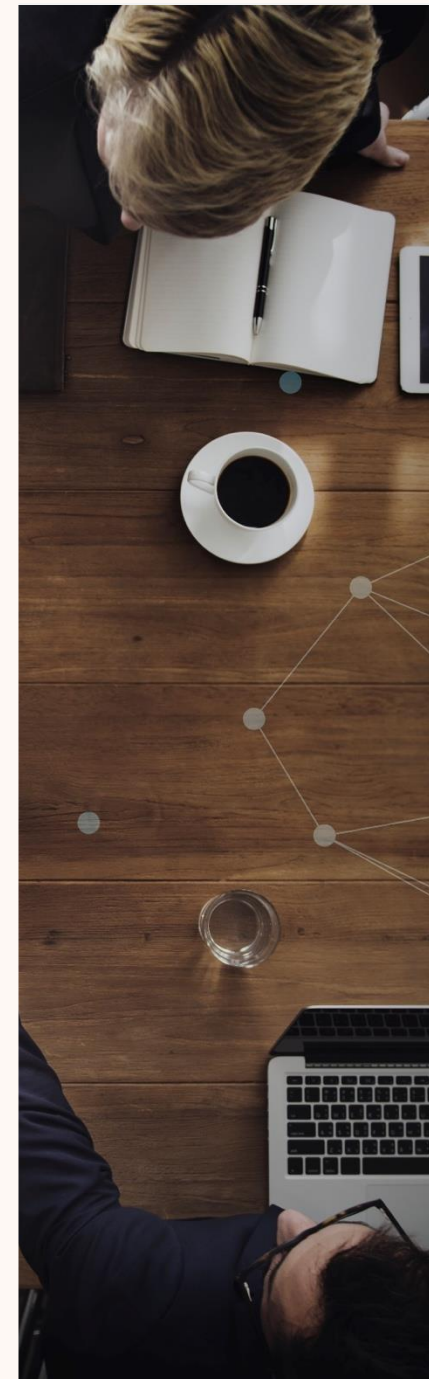
A M I ?

**Set Realistic
Goals**



**DOUBT
KILLS MORE
DREAMS
THAN FAILURE
EVER WILL**

Build a Supportive Network



CONTINUOUS IMPROVEMENT



Promoting Collaboration and Flexibility





**KEY
TAKEAWAYS**



“

Fear is the greatest driver for success in the human experience.

But first...you must find your courage!

Jacqueline Wales



Jacqueline Wales
Unapologetically Raw & Real!

[www.jacquelinewales.com/
vistage-handout/](http://www.jacquelinewales.com/vistage-handout/)



Your feedback is important to everyone in the Vistage community.
Please take a moment to share your feedback about today's session.

