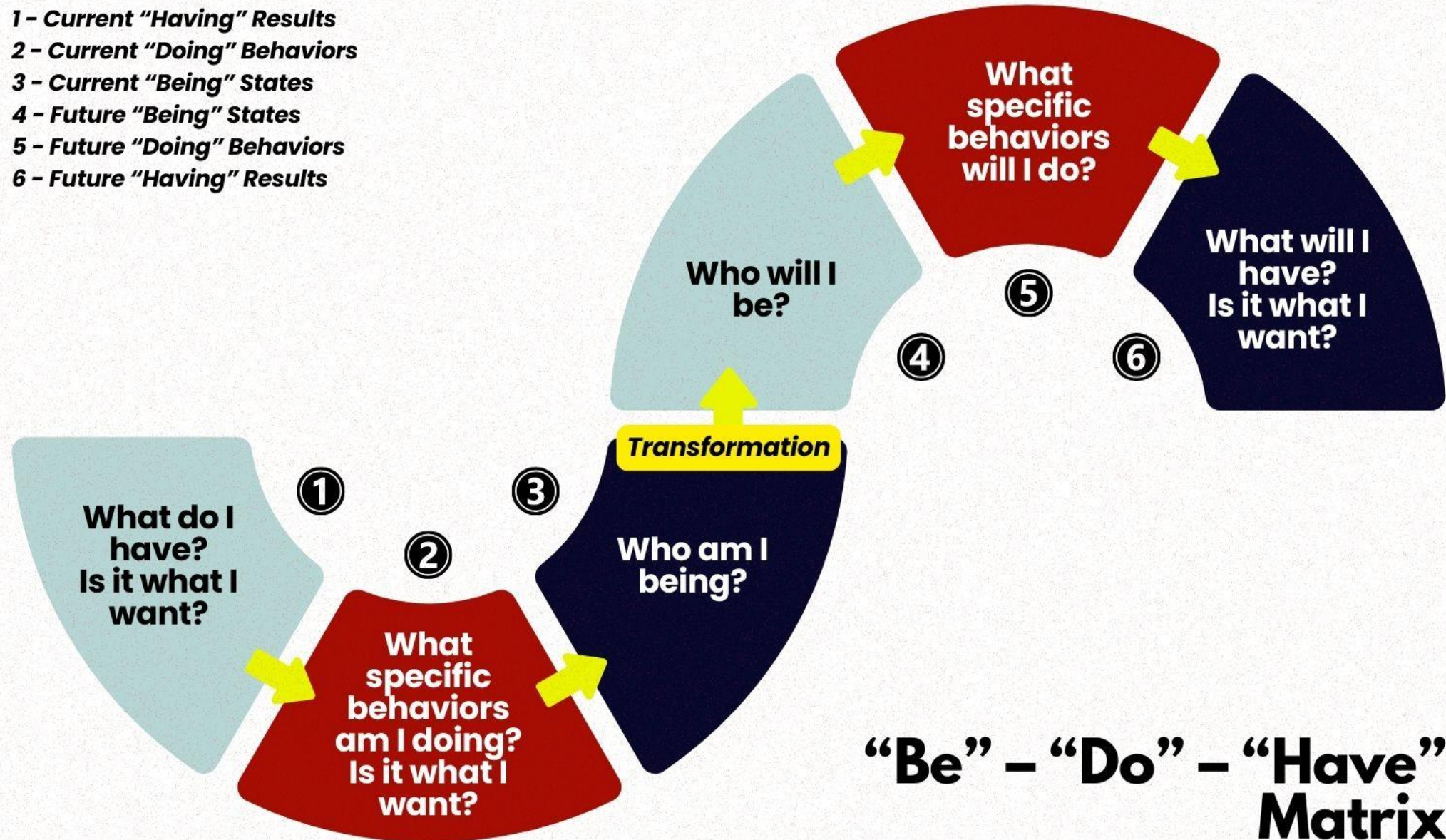


The Power of Fear in the Workplace

Jacqueline Wales

VISTAAGE

- 1 - Current "Having" Results
- 2 - Current "Doing" Behaviors
- 3 - Current "Being" States
- 4 - Future "Being" States
- 5 - Future "Doing" Behaviors
- 6 - Future "Having" Results



Current State

Who Am I BEING?

- Operating from fear-based mindset
- Reactive to perceived threats
- Self-protective and risk-averse
- Dwelling in self-doubt
- Assuming worst-case scenarios
- Seeking absolute certainty

What Specific Behaviors Am I DOING?

- Avoiding challenging situations
- Procrastinating on important decisions
- Overanalysis leading to paralysis
- Seeking excessive validation
- Creating elaborate "what-if" scenarios
- Defaulting to familiar but limiting patterns

What Do I HAVE? Is It What I Want?

- Limited professional growth
- Missed opportunities
- Strained relationships due to fear responses
- Unfulfilled potential
- Persistent anxiety about the future
- Reduced leadership effectiveness

Future State

Who Will I BE?

- Operating from a growth mindset
- Responsive and thoughtful
- Confidently vulnerable
- Trusting in capabilities
- Embracing uncertainty as opportunity
- Accepting imperfect action

What Specific Behaviors Will I DO?

- Taking calculated risks
- Making timely decisions with available information
- Setting and pursuing stretch goals
- Seeking feedback for growth
- Creating action plans with contingencies
- Practicing new behaviors outside comfort zone

What Will I HAVE? Is This What I Want?

- Increased professional growth
- New opportunities pursued
- Improved relationships through proactive responses
- Fulfilled potential
- Reduced anxiety about the future
- Enhanced leadership effectiveness



Transformational Strategies

Mindset Shifts

- From **"What if I Fail?"** to **"What if I Succeed?"**
- From **"I'm not ready"** to **"I'm learning as I go"**
- From **"This is threatening"** to **"This is challenging"**
- From **"I need certainty"** to **"I can handle uncertainty"**

Measurement Criteria

How Successful Will I Be?

- Number of new initiatives undertaken
- Reduction in decision-making time
- Increased comfort with uncertainty
- Improved relationship quality
- Enhanced leadership effectiveness
- Achievement of stretch goals

Processing Change

Action Steps

1. Start with small, manageable challenges to build confidence
2. Document fear responses and examine their validity
3. Develop specific contingency plans for worst-case scenarios
4. Practice decision-making with incomplete information
5. Seek feedback and support from trusted advisors
6. Celebrate progress and learning from setbacks

Transforming Fear Model



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