YOUR FEAR INTELLIGENCE WORKSHOP COMPANION

*Transform Today's Insights into Lasting Leadership Change*

*A logo with a person's face

AI-generated content may be incorrect.*

# **WELCOME TO YOUR TRANSFORMATION JOURNEY**

Thanks for showing up today with your courage and authenticity. What you experienced in today's workshop—the insights, the discomfort, the breakthrough moments—that's just the starting line of your fear intelligence transformation.

**This companion guide will help you:**

* Lock in the key concepts from today's presentation Practice the tools we explored together
* Navigate the resistance that's coming (because it always does)
* Access resources for deeper transformation

**Most importantly**, it's designed to prevent the #1 workshop trap: the inspiration fade. You know what I'm talking about—that slow drift back to old patterns because change is hard without support.

We're not letting that happen to you.

**The F.U.E.L Framework: Fear Intelligence for Transformational Leadership**

**F - FEEL the Fear**

**Acknowledge fear without judgment. Recognize physical sensations and emotional signals.** → Name it to tame it

**U - UNDERSTAND Your Stories**

**Examine the narrative driving your response. Question beliefs and distinguish facts from fear.** → Challenge the narrative

**E - EXPLORE with Curiosity**

**Ask powerful questions. Discover what this fear reveals about values and growth opportunities.**  → Transform threat into possibility and opportunity

**L - LEAD with Courage**

**Act.** Guide yourself and others through uncertainty with purpose**.**  → Feel the fear but don’t let it stop you as you take each step toward your goals

**Transform fear from limitation into fuel through conscious awareness and courageous action**

*A continuous practice that builds fear intelligence and leadership resilience*

# **CAPTURING YOUR WORKSHOP INSIGHTS**

**Which of the four professional fear types resonated most with you?**

* **Inadequacy Fear** - "I'm not good enough"
* **Rejection Fear** - "They won't accept me"
* **Uncertainty Fear** - "I need to know how this ends"
* **Loss Fear** - "I might lose what I have"

**What fear-based behavior pattern did you recognize in yourself during the "What Do YOU Fear?" exercise?**

**What story have you been telling yourself that you're now ready to question?**

## **Key Insights from Today's Presentation**

**The biggest "aha" moment for you when we talked about being FEAR- INTELLIGENT vs. FEAR- LESS:**

**From the "Be-Do-Have" transformation model, what's one behavior you're ready to change?**

**When we discussed how fear impacts your employees, what pattern did you recognize in your own leadership?**

# **THE 5-DAY FEAR INTELLIGENCE IMPLEMENTATION**

**For the next 5-days consider what you have learned today and take time to reflect to enhance the learning and develop your fear intelligence**

## 

## **Day 1: The Fear Check-In Practice**

**Your Challenge:** If you are feeling nervous before an important interaction, pause and ask: "What am I afraid might happen here?"

**My observations:**

## **Day 2: The "Be-Do-Have" Shift**

**Your Challenge:**

Pick one fear-based behavior from your current state and practice the future state version. Download the Be-Do-Have Model from https://jacquelinewales.com/vistage/

**Current Fear Based** **behavior:**

**New behavior to practice:**

**Future behavior result:**

**What difference will this make in your life?**

## **Day 3: The Employee Impact Reality Check**

Frequently we don’t notice what is going on with our employees because we simply want the job done. Giving some thought to the signals of toxic work engagement and taking steps to remedy them is the key to a successful business.

**Your Challenge:** Observe your team for signs of the fear-based impacts we discussed (micromanagement, poor communication, blame, etc.).

**What I observed:**

**Cost to the team:**

**One change I'll make:**

## **Day 5: The Psychological Safety Test**

**Your Challenge:** Ask your team "What's not working?" and listen without defending.

**What they shared:**

**My initial reaction:**

**What I learned:**

# **When Resistance Shows Up *(And it will)***

## **The Motivation Dip**

Remember: **transformation isn't linear**. You'll have days when you feel inspired and days when you want to revert to old patterns. This is normal, not failure.

**When motivation dips, try this:**

**The 2-Minute Rule: STOP – LISTEN – BREATHE** – **Use the F.U.E.L Framework**. Do it immediately before your brain creates resistance.

**Review:** Reread this guide and your notes from today's session. Remind yourself what you discovered.

**Reach out To An Accountability Partner:** Connect with someone from today's workshop. Check in on each other's progress. Small steps are accumulation of bigger steps.

## **When Your Team Pushes Back**

As you become more fear-intelligent and authentic, some people might resist the "new you." They were comfortable with your old patterns.

**Remember from today's discussion:**

* You can't control others' reactions
* Their discomfort with your growth says more about them than you
* Not everyone will celebrate your transformation (and that's okay)
* The right people will respect your authenticity

**Response Strategies:**

* Stay centered in your values
* Don't over-explain or justify your changes
* Give people time to adjust to the new you
* Surround yourself with supporters

## **Your 30-Day Implementation Plan**

**Based on today's workshop make a commitment to:**

* + **Complete** the 5-day implementation challenge in this guide
  + **Take** the complete Fear Intelligence Assessment
  + **Implement** one psychological safety practice with my team
  + **Use** the Be-Do-Have model on one speciﬁc behavior
  + **Ask** for support when I need it
  + **Celebrate** small wins along the way

# **Resources for Continued Growth**

## **Essential Reading**

**Core Resource:**

"Unleash the Power of Fear" by Jacqueline Wales (the complete methodology)

Available October 2025.

**Complementary Reading:**

"The Fearless Organization" by Amy Edmondson

"Dare to Lead" by Brené Brown

"Think Again" by Adam Grant

**Complimentary Resources:**

* Complete Fear Intelligence Assessment: **https://jacquelnewales.com**
* 30-day Fear as Fuel Challenge **https://jacquelinewales.com/fearasfuel/**

# **Would you like to work with Jacqueline?**

## **Individual Coaching**

**1-on-1 Executive Coaching** focused on:

* Deep fear pattern transformation using the four types framework
* Leadership presence and authenticity
* Difﬁcult conversation mastery
* Organizational change leadership

**Typical client results in 6 months:**

* 67% increase in leadership conﬁdence
* 45% improvement in team engagement
* 23% faster decision-making
* Signiﬁcant career advancement

## **Team and Organizational Consulting**

**Working with teams who are eager to grow is a company’s superpower. Giving people the resources to do that is the key to better performance, retention and growth of the company.**

**Transform your entire leadership team:**

* Fear Intelligence Leadership Assessment
* Individual and Team Leadership Behavioral Assessments (LSI)
* Senior Leadership and Manager training in fear-intelligent leadership
* Individual coaching sessions
* Group transformation planning using Be-Do-Have model
* 6-month implementation support

**Schedule a complimentary session with Jacqueline to discuss your needs**

# **Immediate Next Steps**

**Before you leave today:**

Schedule your ﬁrst fear intelligence consultation with Jacqueline

Set a calendar reminder to review this guide in one week

Decide which resource you'll access ﬁrst

**Within 48 hours:**

Take the complete Fear Intelligence Assessment

Share one insight from today with someone important to you

Begin the 5-day implementation challenge

**Within 30 days:**

Complete the challenge and review your growth Decide if you want individual or team support

Schedule a follow-up conversation with Jacqueline

Plan how you'll bring fear intelligence to your organization

**Contact Information:**

* **Email:** [jacqueline@jacquelinewales.com](mailto:jacqueline@jacquelinewales.com)
* **Website:** jacquelinewales.com
* **LinkedIn:** https://linkedin.com/in/jacquelinewales
* **Vistage Resources:** jacquelinewales.com/vistage

**Thank you for your courage today. I can't wait to hear about your transformation.**

*With excitement for your journey,*

**Jacqueline Wales**

*© 2025 Jacqueline Wales. This workshop companion is exclusively for attendees of Fear Intelligence workshops.*

# **Closing Thoughts**

Today you took a courageous step by exploring your relationship with fear. That courage is what will fuel your transformation.

**Remember the key insights from today:**

* Fear is imagination-based—the stories we tell ourselves
* Don't be fear-less, be fear-intelligent
* Fear is a reaction, courage is a decision
* The four types of professional fear all have gifts when properly channeled
* Your only limit is your mind

**Your fear intelligence transformation doesn't end when you leave today's workshop. It begins.**

*What's your next courageous move?*