The Power of YOU!

How Fear Can Propel Your Career

Why am I here?

Practice Celebrating Failures

• Icebreaker: 1,2,3...
What is fear:

- **Noun:** An unpleasant emotion caused by the belief that someone or something is dangerous, likely to cause pain, or a threat.
- **Verb:** To be afraid of (someone or something) as likely to be dangerous, painful, or threatening.

Origins of fear

**LIONS & TIGERS & BEARS.**

*Self Preservation!*

Negativity Bias

- Basic brain function
- Ability to discern between safe and dangerous
- Database of bad things and experiences (both real & unreal)
- Result of self-preservation
Anxiety

Find Fault

Amplify Emotions

“I told you so”

Components & Functions

Common Names
- Gremlins
- Monkey mind
- Ego

Exaggerates

Negativity Bias

Inhibits Immune System
Disrupts Digestive System
Loss of Sleep
Inability to Focus

Physical Effects

Modern Fears
- Fear of failure
- Fear of being liked
- Fear of being embarrassed
- Afraid of applying for a new job
- Afraid of not knowing enough
- Afraid of saying the wrong thing
Why is fear so persistent?

Fear is the result of learning
Past experiences
Trauma
Perception
Survival mechanism

You don’t have to be afraid of fear!
• Fear response designed to keep you safe
• Fear is neither good nor bad
• Fear is actually a teacher and can indicate something that you should do
• It can be a powerful motivator if you know how to overcome its physiological effects

...And Most Important

Fear is normal! 😊
Stress as a result of fear is a challenge; it is not dangerous.

Stress turns off brain centers responsible for long-term planning, which is why prolonged fear and anxiety halt progress.

Stress can be a powerful motivator or a debilitating parasite: the way you look at stress is what decides.

Get curious about your own fears.

- Wear your critical thinking hat
- Anxiety and fear are internal
- We must examine the root cause of the anxiety and/or fear to begin to use it to motivate
- To begin this process we must look at what is important to us

Activity One

- Find a partner & introduce yourself
- You will have 3 minutes each:
  - Share the answers to the following questions:
    - What do you value?
    - What are your career/leadership goals? (why?)
    - What is one fear that is holding you back from living your career/leadership goals?
So how can fear propel your career?

Start where you are.

Follow these steps

- A
- W
- E

Step one: Awareness

- What are the facts?
- What is the worst that could happen?
- Is death an imminent consequence?
Get curious...

Activity Two

Consider your career goals and/or leadership goals and think about the following questions:
- What is fear robbing you of?
- If there were no consequences, what would you do?
- What is the worst that could happen? Is that any different from what’s happening now?

Pair up and discuss:
- What came up for you?
- Any other questions that may pique your curiosity around the root of your fears?

Step two: Wonder

- Where do I intend to go?
- What is the impact of inaction?
- Is this what I really want?
- Are these my goals or someone else’s?
Mindsets

- History Based, Present Based, & Future Based
- It's okay to change your mind
- Non-judgment
- Unconditional positive regard
- We are all doing the best we can

History, Present, or Future Based Mindset?

- History-based mindset: The belief that everything that is important, pleasurable, or meaningful in life has already occurred. Constantly returning to the past.

History, Present, or Future Based Mindset?

- Present-based mindset: Being in the "here and now."
History, Present, or Future Based Mindset?

• Future-based mindset: Focus on continuous growth and taking on new and bigger challenges, one step at a time. Continually creating, modifying, and improving future vision.

How much time (%) do you spend in each mindset?

• History: Time thinking about the past
• Present: Being present to what is happening right now
• Future: Planning

History: 2-5%
Present: 25-50%
Future: 50-70%
Activity Three: Homework!

• Training yourself to strengthen your future-based mindset
• Answer this question: What would you want to have accomplished within the next year if nothing were out of reach?
• Write down words and ideas that excite you!
• Turn those into affirmative narrative sentences (future-mindset statements)
• Put these statements up somewhere that you will see every day and read/affirm first thing in the morning and again at night (daily)

Discussion: Wonder

What do you want to achieve in the next year? What are some things that came up?

What if you stayed comfortable and, after you left today, did nothing with this information? What would that look like?

What could happen if you left your comfort zone?

Leaving your comfort zone

* Means you will have an EXPERIENCE!
Step three: Experience

- Commit to experience
- Outcome versus experience (see the value in experiences)
- Affirmation: I love and accept myself unconditionally

Most Importantly
- Don’t take yourself so seriously!

Embracing experience

- There are two reasons this is the hardest step for people:
  1. Lack of self-love
  2. We are afraid of mistakes (Negativity bias, remember?)

Own your humanity

- The worst that could happen is you learn a lesson
  - “No matter how many times the beginner has even tried”
  - Start where you are, you’re exactly where you should be
- Surrender
- Laugh at yourself

REMEMBER: It is never about you

- The other person is having a bad day
- This person is not ready to hear me
- How can I learn from this?
Fixed mindset vs. Growth mindset

- A fixed mindset is one that subscribes to the belief that characteristics like personality, intelligence and creativity are unchanging.
- Growth mindset suggests that these characteristics are amendable.

Dweck, 2009

Fixed Mindset

- Change perceived by the fixed mindset as catastrophic.
- Overly sensitive to criticism.
- Trying to prove ourselves within strict parameters.

Dweck, 2009

Growth Mindset

- More accepting of criticism.
- Maintain a mindset that the game changes with challenge arrival.
- Thinking five or six failure points that you can improve.

Dweck, 2009
To adopt a growth mindset

- Begin to celebrate your mistakes and failures
- You have the ability to change through the learning process!
- Your success depends on beginning and developing what is important to you

Discomfort = learning + growth

Discussion

- What mishaps and/or failures can you begin celebrating right now?

Discomfort is refreshing!

- Practice experiencing life right now, what are you waiting for?
- Commit to practice every day
- Do not judge yourself
- You deserve unconditional love and respect
- It all starts with you
We covered...

- Origins of fear: fear is normal.
- Fear is a gift, teacher, and friend.
- What is most important to you? This is foundational to overcoming fear.
- Do not be afraid of fear, be curious.
- Use these steps to overcome fear:
  - Awareness (current state): What is the driving force of your fear?
  - Wonder (future state): What are the consequences of inaction?
  - Experience (committing to action): Embrace your humanity. What will you learn?

What are you walking away with?

- Quietly reflect on one thing that you will apply in your life today (1 min)
- Pair up with someone and share what you will apply (2 min)
- Write down what you will apply today, give it to your partner with your contact information. Make a date to contact one another to discuss and give feedback.

Dare greatly!

ALL PROGRESS TAKES PLACE OUTSIDE THE COMFORT ZONE.
-MICHAEL JOHN BOBAK
Questions?

Please connect with me:

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