

Tracy Preciado, PCC, MA  
March 20, 2019

# How Fear Can *Propel* Your Career

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

Leading Life  
Fearlessly

## Why am I here?

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## Practice Celebrating Failures

•Icebreaker: 1,2,3...

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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.

© www.oxforddictionaries.com Oxford Dictionary, 2016

---

---

---

---

---

---

---

---

## Origins of fear



**LIONS & TIGERS & BEARS.**

**Self Preservation!**

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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



© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

# Negativity Bias

➤ Components & functions

➤ Common Names

- Gremlins
- Monkey mind
- Ego

```

    graph TD
      Exaggerates --> Anxiety
      Find Fault --> Anxiety
      Amplify Emotions --> Anxiety
      "I told you so" --> Anxiety
  
```

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

# Physical Effects

- INHIBITS IMMUNE SYSTEM
- DISRUPTS DIGESTIVE SYSTEM
- LOSS OF SLEEP
- INABILITY TO FOCUS

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

# Modern Fears

- Fear of failure
- Fear of being embarrassed
- Fear of not passing probation
- Fear of getting a poor performance review
- Fear of not being liked
- Afraid applying for a new job
- Afraid of not knowing enough
- Afraid of saying the wrong thing

© 2019 Tracy Preciado

---

---

---

---






---

---

---

---

## Why is fear so persistent?

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

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

...And Most Importantly

## Fear is normal!



© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## Stress in response to fear

1

Stress as a result of fear is a challenge; it is not dangerous

2

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

3

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

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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**

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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?

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

So how can fear propel your career?

Start where you  
are.



© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

Follow these steps

- A
- W
- E

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

Step one: Awareness



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

© 2019 Tracy Preciado

---

---

---

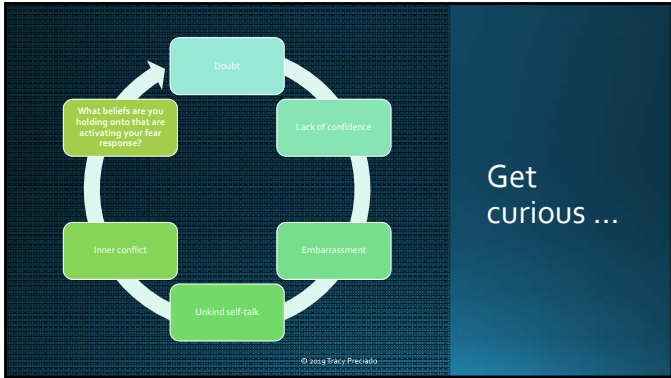
---

---

---

---

---



Get curious ...

---

---

---

---


---

---

---


---

## Activity Two



Consider your career goals and/or leadership goals and think silently about the following questions:

What is fear robbing you of?  
If there were no consequences, what would you do?  
What's 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?

© 2019 Tracy Preciado

---

---

---

---


---

---

---

---

## 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?

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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.

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## History, Present, or Future Based Mindset?

- Present-based mindset: Being in the "here and now."

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---



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.

© 2019 Tracy Preciado

---

---

---

---


---

---

---

---

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

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

History: 2-5%

Future: 25-50%

Present: 50-70%

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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)



© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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?

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## Leaving your comfort zone

- Means you will have an **EXPERIENCE!**

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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!**

© 2019 Tracy Precedo

---

---

---

---

---

---

---

---

## 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?)

© 2019 Tracy Precedo

---

---

---

---

---

---

---

---

## Own your humanity

- The worst that could happen is you learn a lesson
- "The master has failed more times than 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?

© 2019 Tracy Precedo

---

---

---

---

---

---

---

---

## Fixed mindset vs. Growth mindset

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

Dweck, 2009

© 2019 Tracy Preciado

---

---

---

---

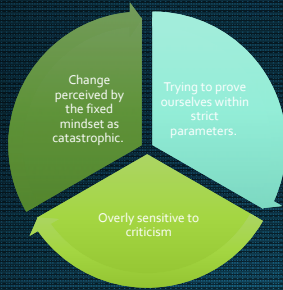
---

---

---

---

## Fixed Mindset



Dweck, 2009  
© 2019 Tracy Preciado

---

---

---

---

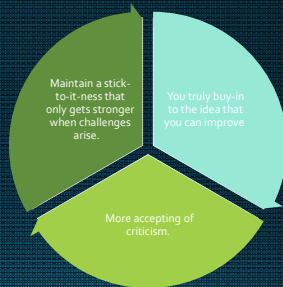
---

---

---

---

## Growth Mindset



Dweck, 2009  
© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## Discussion

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

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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*



© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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?

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## 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.

© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

## Dare greatly!



© 2019 Tracy Preciado

---

---

---

---

---

---

---

---

# Questions?

Please connect with me:

- TRACY PRECIADO
- Linked In: Tracy Preciado, MA, PCC
- [tjpreciado@ucdavis.edu](mailto:tjpreciado@ucdavis.edu)



© 2019 Tracy Preciado

---

---

---

---

---

---

---

---