How Fear Can *Propel* Your Career

Tracy Preciado, PCC, MA
Practice Celebrating Failures

• Icebreaker: 1, 2, 3...
My Experience
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.

Modern Fears

- Fear is the result of learning
- Trauma
- Perception
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 Importantly

• Fear is normal!
Stress in response to fear

- 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.

- 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

• Find a partner
• Introduce yourself
• You will have 2 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?
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

- Doubt
- Lack of confidence
- Embarrassment
- Unkind self-talk
- Inner conflict
- What beliefs are you holding onto that are activating your fear response?
Activity

• 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?
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: 50-70%
• Future: 25-50%
Activity

• 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
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
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
Fixed Mindset

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

• You truly buy-in to the idea that you can improve
• More accepting of criticism.
• Maintain a stick-to-it-ness that only gets stronger when challenges arise.

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 means you are learning and growing
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.
ALL PROGRESS TAKES PLACE OUTSIDE THE COMFORT ZONE.

-MICHAEL JOHN BOBAK

Dare greatly!
Questions?

- Please connect with me:
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Life doesn’t have to be hard.

Step into your power and transform your fear into fun today!
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How Fear Can Propel Your Career

A self-coaching model with three steps to catalyze your career by adopting a mindset for action

Tracy Preciado, MA, PCC
All progress takes place outside the comfort zone.
-Michael John Bobak

Agenda

- Celebrate failures!
- Exploring Fear
- Activity 1
- Overcoming fear with the AWE Model
  - Awareness
    - Activity 2
  - Wonder
    - Activity 3
    - Discussion
  - Experience
    - Discussion

Closing Activity

Questions?