



Know Fear: The Key to Building Workplace Inclusion More Effectively

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Forum on Workplace Inclusion
Workbook

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Security is mostly a superstition. It does not exist in nature, nor do the children of men [and women] as a whole experience it. Avoiding danger is no safer in the long run than outright exposure. Life is either a daring adventure or nothing.

Helen Keller, 1957

What You will Gain

1. Bottom-Line to Taking Risks

A framework: access, strategize, and transform risk into opportunity

2. Deep dive into why we don't take risks and 5 Steps to Planning with Fear!

A set of steps to knowing and relating to fear as a tool for improving your desire to take on risks

3. Lid-Lifter or Develop the Power to Reframe

Why Don't We Take Risks?

Taking Risks

Who are some risk takers you know – personal or famous?

Why did you pick these people?

What characteristics do they possess to encourage followers to believe and take risks?

Everyday life activities are about taking risks, we do them because we like the rewards.



Tell Your Neighbor

My next risk is:

My next fear is:

What is Fear?

Powerful and uncomfortable emotion

Generates

- Psychological responses include: feeling emotionally overwhelmed, having different levels of anxiety, and feeling terrified
- Physiological responses include: faster heart rate, shallow breathing, nervous feelings in the stomach, sweating or perspiration, and other similar affects

Cause – perception of threat

What is Fear?

Fear can motivate both protective and maladaptive action, depending on the circumstances.

Witte, 1999

Individuals who are fearful tend to exhibit more risk averse behaviors, which are exhibited in individual judgments, decision-making.

Goleman, Boyatzis, & McKee, 2002

Negative Fear Responses

Self talk	Build fear and anxiety
Disengaging-ignoring	Fidget, freeze, cope, and overlook
Hiding/ concerning others	Concealing emotions or alarming others; disagreeing or having conflict with others, avoiding others
Imagining negative outcomes	
Retreating and considering alternatives	Procrastinating, suspending decisions, negative outcomes, limited learning, fearfulness

The Process – Positive Fear Responses

5 Steps to Planning with Fear

Self talk	Processing or Unpacking Fear
Engaging and interacting	Breathing, Meditation, Journaling, Reflecting, Comparing
Sharing with others	Talking to others, Trouble-shooting with peers/ team, surrounding self with others that can help
Visualizing positive outcomes	
Planning and executing	Creating a plan, moving to solutions, positive outcome, lessons learned, confidence

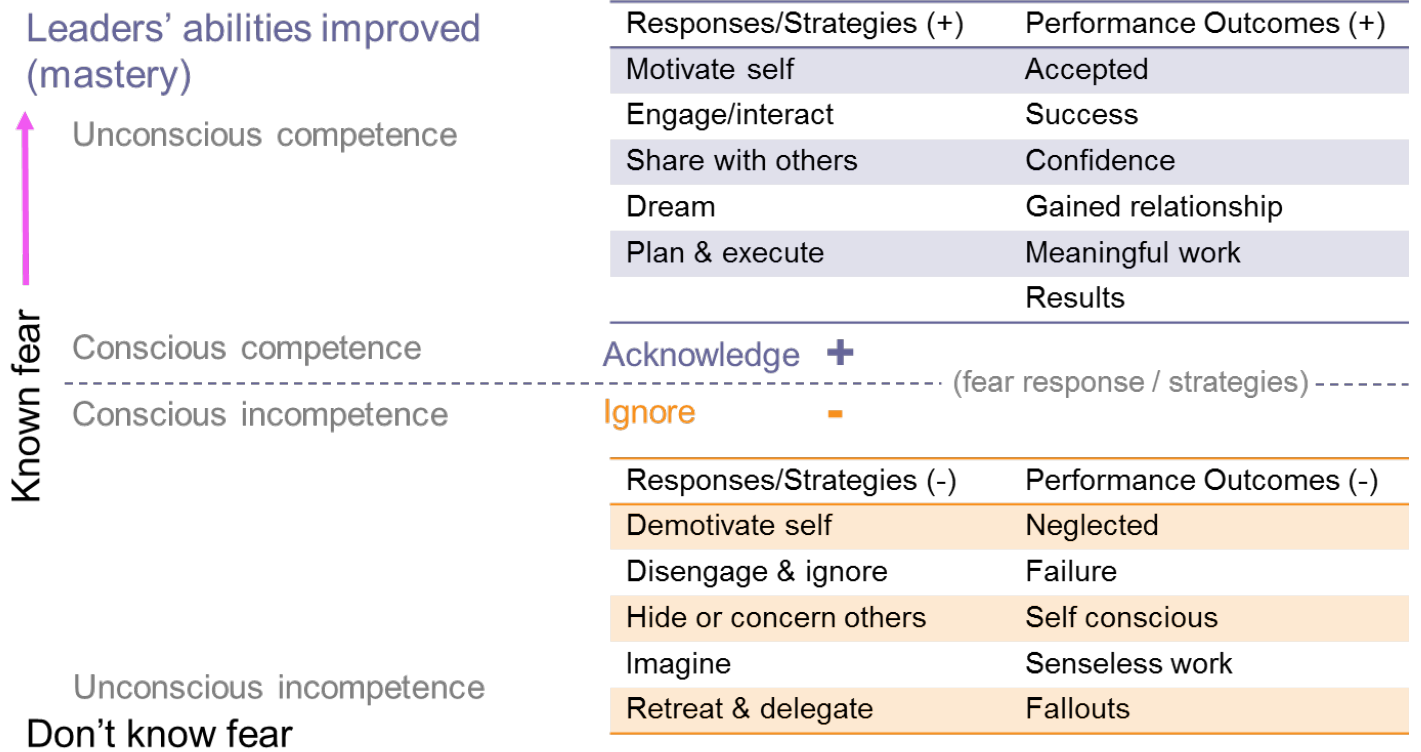
Reframe Risk

- Reframe: “lid lifter” or new default
- Imagine the opportunities
- Strategize
- Know fear and follow the process: 5 Steps to Planning with Fear!

Risk-Taking Defined

- Risk – exposure to possible loss or injury
- There are risk ranges and risk tolerance
- Decide on the extremes of: Life, Health, and Wealth
- Consider the possibilities: Diversity, Inclusion, and Belonging
- Everything else is a CHANCE (a.k.a. opportunity)

Fear Relationship Model



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