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Fear Factor within the Workplace:

Recently Hollywood released a movie about an alien nation that had structured and based their whole civilisation and existence on the principles of courage. Their enemy and potential destroyer of their empire was an alien that had relented to and had fallen under the influence of fear. [Interesting storyline!](#)

Another interesting fact, when searching for acronyms that best depict fear and courage, there are far more acronyms for fear than there are for courage:

FEAR Acronyms

Forcing Ego Against Reality

Forget Everything And Run

Failure Expected And Received

False Emotions Appearing Real

Forever Escaping And Retreating

COURAGE Acronyms

Changing Our Unacceptable Reasoning And Gratification Experiences

Now here is another somewhat sobering fact, fear is rampant within the workplace and far more dissipating on profit margins of businesses than the recession will ever be. The truth of the matter is, during the good times companies were performing poorly due to the workplace fear factor, their lack of performance just becomes more exposed during a recession.

Examples of Fear within the workforce:

- Salespeople not making calls because they fear rejection.
- Manager's not employing people better than themselves, because they fear being vulnerable.
- Discouraging behaviour and manipulation from individuals who fear that others will become better than them and expose their inadequacies.
- Individuals not prepared to learn and develop because they fear failure and lack courage to expand outside their comfort zones.
- Individuals not taking initiative or making decisions because they fear being ridiculed, should things go wrong.
- Managers not making tough decisions because they fear not being liked.
- Indifference and complacency is fuelled by the fear of change and accountability.
- Boastful and arrogant behaviour is a by-product of fear.

...and the list goes on! But the big one and most common, is the [Fear of Success](#). You see people self-destructing not because they fear failure; it's because they fear the responsibility of success!

It's frightening when you consider that one of the biggest investments businesses make is in people, human resource. Unfortunately this investment can often become a real cost to performance, profitability and growth.





Is there a Solution to the Fear Factor?

Yes, there is and it is far more simple and easy to apply than most people would think!

It was interesting listening to an interview with [Richie McCaw](#), he stated emphatically that his personal success as a rugby player and that of his team was due to their ability to overcome the fear factor and have the courage to front up and play to their best.

There is an interesting book titled [The Fifteenth Club](#) written by Dr Bob Rotella, a well-respected golf psychologist who has worked with leading professional golfers. In this book he confirms the reality of fear and courage and how to overcome the dissipating effects of fear to succeed in a competitive environment.

Taking Action

First and foremost it is up to the leaders within businesses to overcome their own fears, and yes they do have them. Their fears do not dissipate with the title of CEO, Manager, Executive or Supervisor, and just for the record, their fears are not always exposed through psychometric testing.

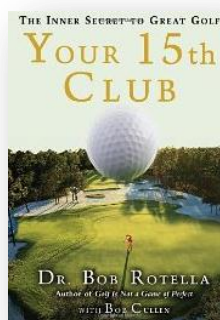
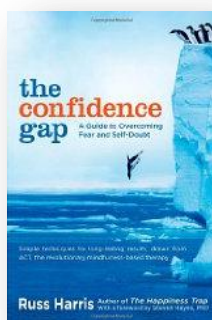
The next step is to form a workplace culture that encourages and enables individuals to safely identify their fear factors and to learn how to change their process of thinking, which has created these inhibiting beliefs and behaviour.

The entrepreneur [Richard Branson](#) has championed the concept of developing a can-do workplace culture that empowers individuals to go beyond their fears and achieve business and personal success.

Businesses spend time, money and energy trying to create and market their '[points of difference](#)' when in reality the most profound point of difference is their people! Anyone who has experienced bad customer service can confirm this as a fact.

There is an old saying... '[what is the one thing that will make the rest fall into place](#)'! Well the answer is simple; if you want business growth ... grow your people through assisting them to overcome their fears!

Recommended reading:



If this article is of interest and you would like to discuss this information. Please contact ThinkZone Resources for a no obligation meeting:

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