Open Space Session initiated by
Dr. Ralph Miarka
and Marc Bless

OVERCOMING FEAR AT THE WORKPLACE

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LITANY AGAINST FEAR

I must not fear.
Fear is the mind-killer.
Fear is the little-death that brings total obliteration.
I will face my fear.
I will permit it to pass over me and through me.
And when it has gone past I will turn the inner eye to see its path.
Where the fear has gone there will be nothing.
Only I will remain.

Bene Gesserit Litany Against Fear –
From Frank Herbert's Dune Book Series
© 1965 and 1984 Frank Herbert, Published by Putnam Pub Group, ISBN: 0399128964
Fear

Where does it come from?
- To be blamed
- To have responsibility
- To have failure
- To be punished
- To cross other peoples boundaries
- Loose: status, control, comfort zone
- Fear to loose > future gain

Areas of fear:
CHANGE – PASSION – COMFORT ZONE

Fear has a purpose

- Fear as opportunity for security
- Cross-check whether things are done right – checking out freedom boundaries

- Fear --> quantified --> Risk --> qualified --> Information (model by J. Pelrine)
Overcoming fear

- Example to overcome fear:
  - Compare feeling to a positive experience (e.g. stage fear = adrenalin = downhill skiing)
- Foster contextual leadership in teams
- „When you are afraid of something then find something you are more afraid of“ G. Weinberg
- Make it open when you fear something or are afraid of something – also as Coaches
- Have something they value more
- Create options – break the win-lose (fight or flight) pattern
- Reframe it – change of „Gestalt“ – turn challenges into opportunities – use collaborative game strategies – we both deeply care about this issue

References that where mentioned

Photos (1)

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Photos (2)

special situation
Many thanks to all who participated

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