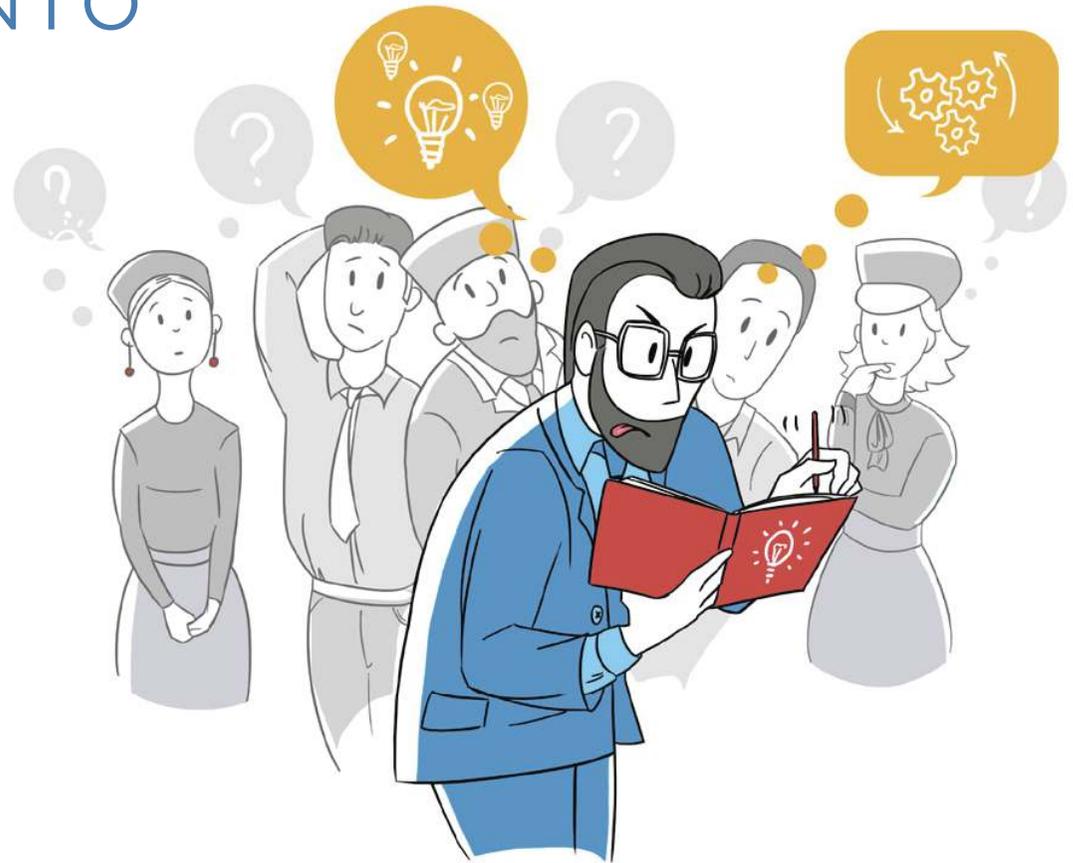


REINVENTION SUMMIT 2020

WORKSHEET #1

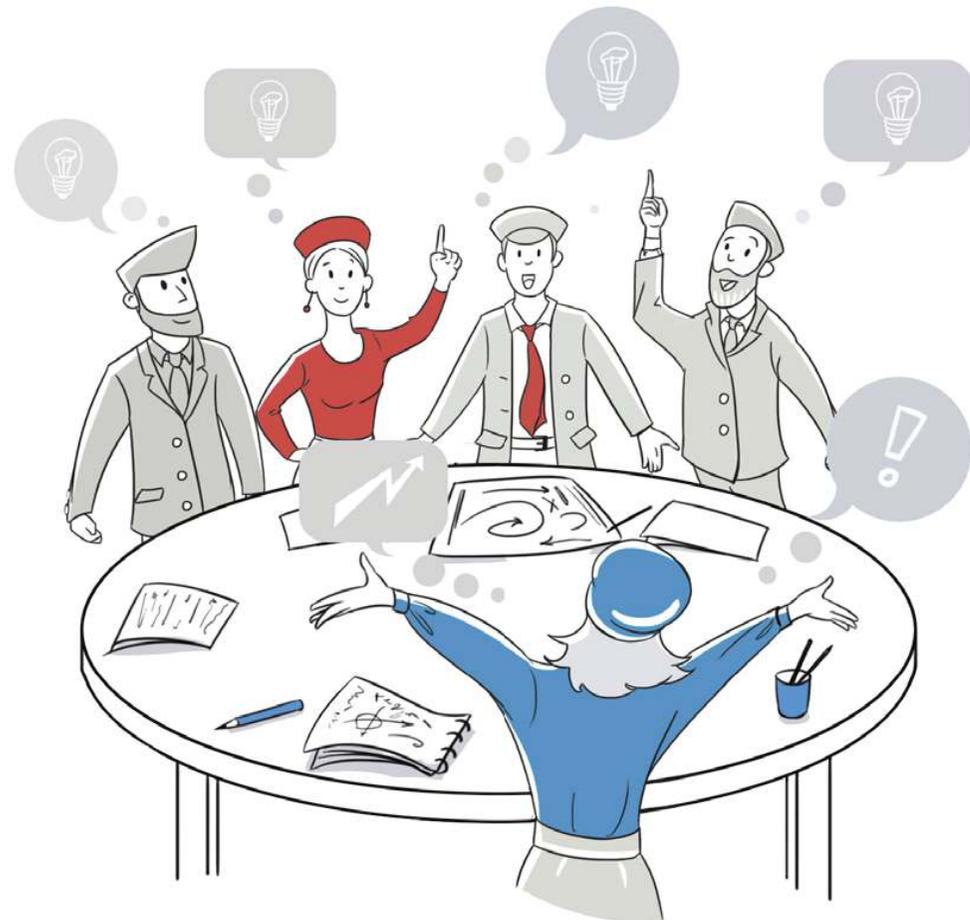
TURNING FEAR INTO
PRODUCTIVE
ACTION



In the middle of the crisis, it's tempting for leaders to jump to rational solutions – but our brain cannot function rationally before we solve one emotional problem: FEAR

To solve this challenge, we've put together an exercise that allows you, your team, your clients or your family to:

1. Become aware of the emotions that might still be tacit – and honor them
2. Work with those emotions to focus and prioritize possible responses
3. Organize meaningful action



01

Step one is to list all fears in one big list - which allows us to become aware of what we are feeling and why. Often, people are not able to fully vocalize the nature of their fear, so you'd have to prompt them to expand on the potential impact of realization of the risks we are afraid of.

Our job is not to judge the fears - but simply record them. We might notice that we are afraid of only a few things, but keep giving our fears different names, which creates an illusion that there are more things to be afraid of.

FEARS: "I am afraid of..."	IMPACT: "If my fear materializes, it will lead to..."
	
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02

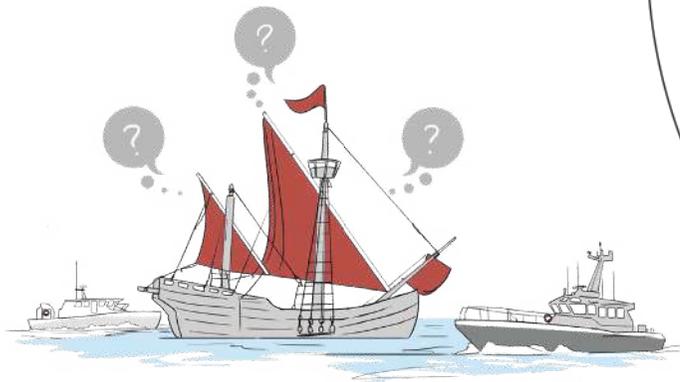
Step two is to sort out all the fears we identified into 3 buckets: things we can directly control, things we can influence at least partially, and things that completely outside of our control. For example, we might be able to impact the mood of the crew or fix the sails - but cannot impact the wind.

This might entice some honest conversations of what we can and cannot control - so go with it. At the end of the sorting, everyone who is participating needs to commit to 80-20 rule - spending 80% of energy on things inside the blue and red circles.

What is outside
of our control?

What can
we influence?

What
can we
directly
control?



03

Step three is to agree on concrete actions to be taken that are within our control or influence. What should be done? Who is leading, who is participating? By when should it be done?

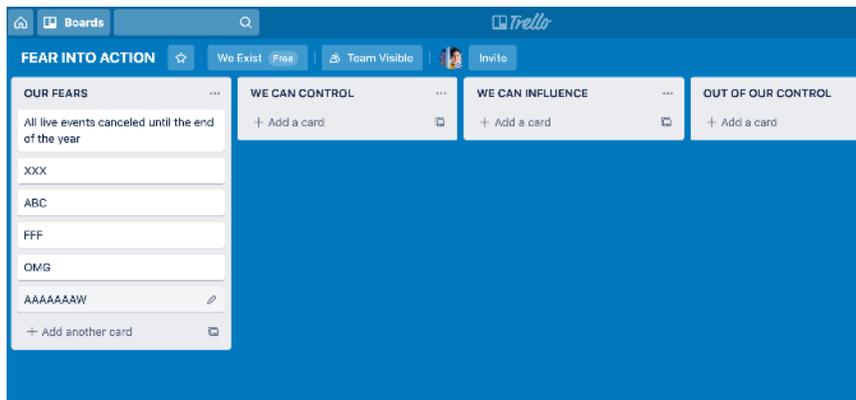
This is the time to focus the energy on something concrete and help everyone to use fear productively.

WHAT	WHO	BY WHEN
		
		
		

Since many of us are working virtually now, here are two different options for how to organize this exercise (both are free)

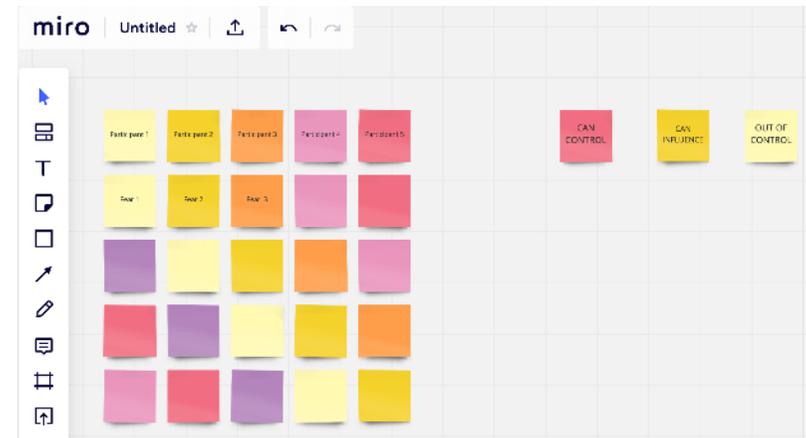
01 TRELLO

www.trello.com



02 MIRO

www.miro.com



Find this exercise useful?

Share your #WIN or #AHA inside our private Facebook Group - [Reinvention Society](#) - or tag Dr. Nadya Zhexembayeva along with your post your reflections on [LinkedIn](#) or [Twitter](#) !