

## A framework for change

### Defining your fears

Oftentimes what holds us back from pursuing a goal we desire in our so-called careers, is fear of uncertainty, of stepping out of our comfort zone and into the unknown. Our fear might be disguised as a truth, an opinion, a helpful suggestion to slow down, or think again, but when we start to chip away at the disguise, we can see what lies beneath. In order to embrace change, we have to face uncertainty and that is something many of us will go to great lengths to avoid. However, uncertainty is also the key to hope and to possibility and finding ways to define our fears and view them in the context of what becomes possible if we face them can be hugely liberating.

This exercise will help you step back and assess your fear alongside the possibility, allowing you to make a conscious choice about how you might proceed (with thanks to Alice Tapper, and her awesome book Go Fund Yourself).

#### Step 1:

**Action:** what is the change you want to make?

**Definition:** What could go wrong (fears), and if there are many, what are you most scared of?

**Prevention:** What could you do to prevent that fear from coming true?

**Repair:** If it were to happen (worst case scenario), what would you do?

**Possibility:** What is the positive opposite - the best possible outcome, where it all goes amazingly well?

#### Step 2:

What might a partial success look like?

-what would you have learned?

-what fears would you have faced?

-what experiences would you have banked?

-what relationships would you have made?

-what cycles would you have broken?

#### Step 3:

What would the cost of inaction be?

In 6 months	In 1 year	In 3 years
-------------	-----------	------------

#### Step 4:

Considering all the above, ask yourself 'is this a risk I am willing to take in service of the hope it works out?'

If not, what lesser risk might I be willing to take instead?

What is the first step I will take from here to embrace this possibility?