



How Fear interferes with innovation?

Presented by:
Dr. Lizette Roque

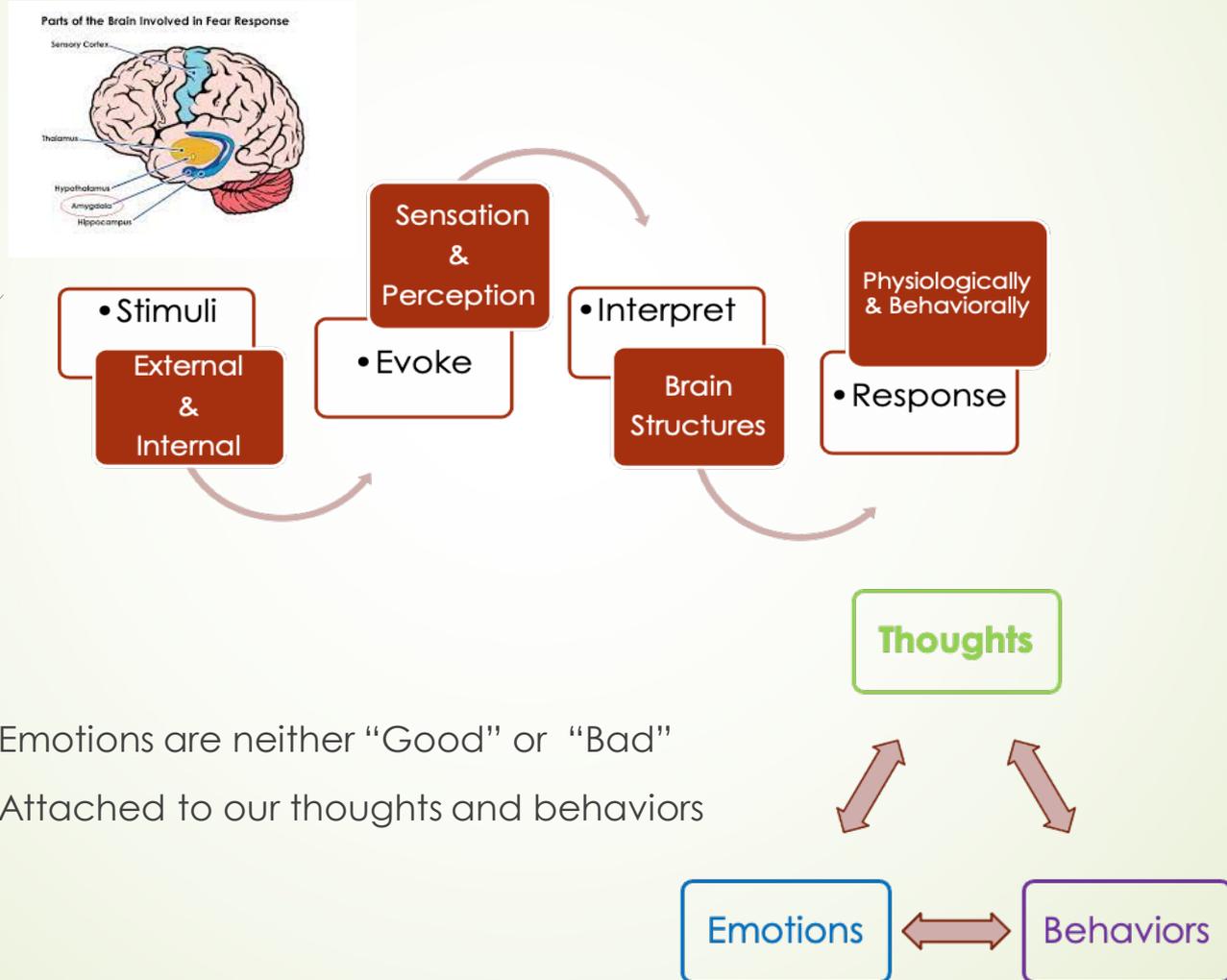
*You gain strength, courage and confidence
by every experience in which you really
stop to look fear in the face.*
—Eleanor Roosevelt



**What is
fear?**

Fear is an Emotion

? “Emotion” is derived from the Latin word “Emovere” = “to stimulate”



Basic Emotions....

Types of Basic Emotions



1. Happiness



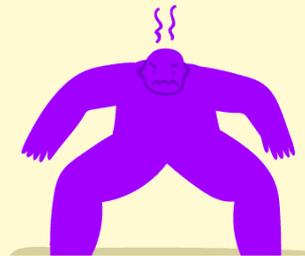
2. Sadness



3. Fear



4. Disgust

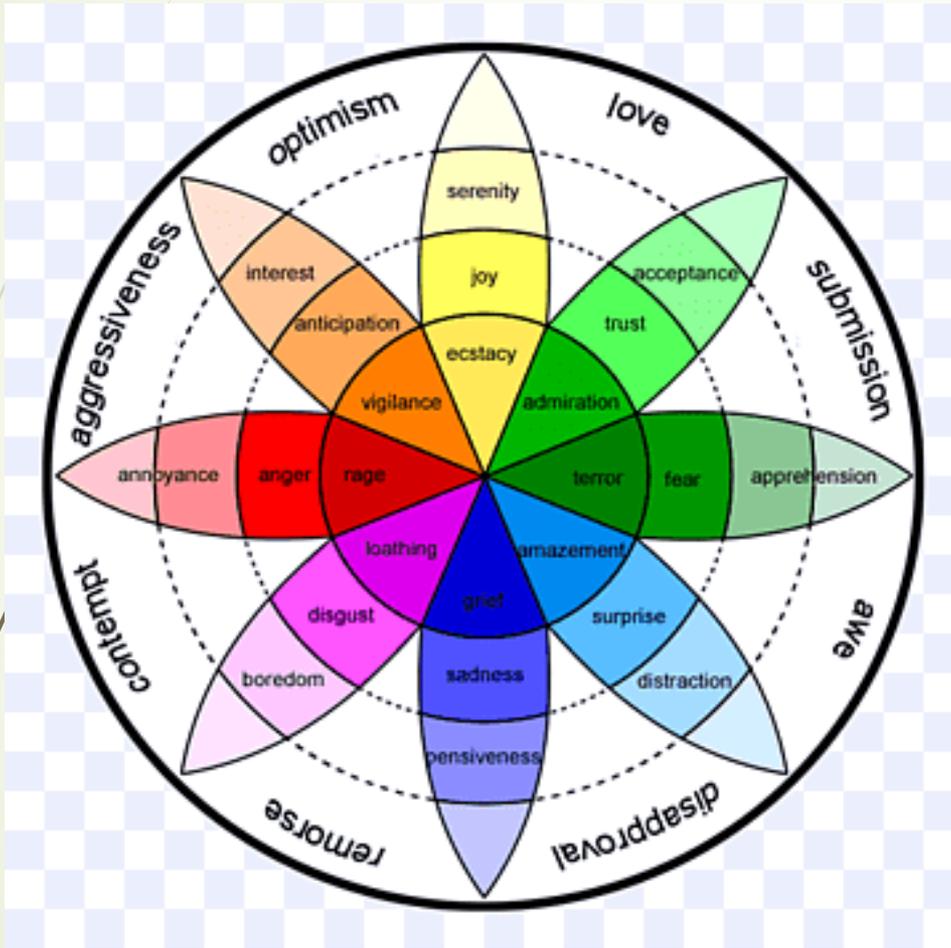


5. Anger



6. Surprise

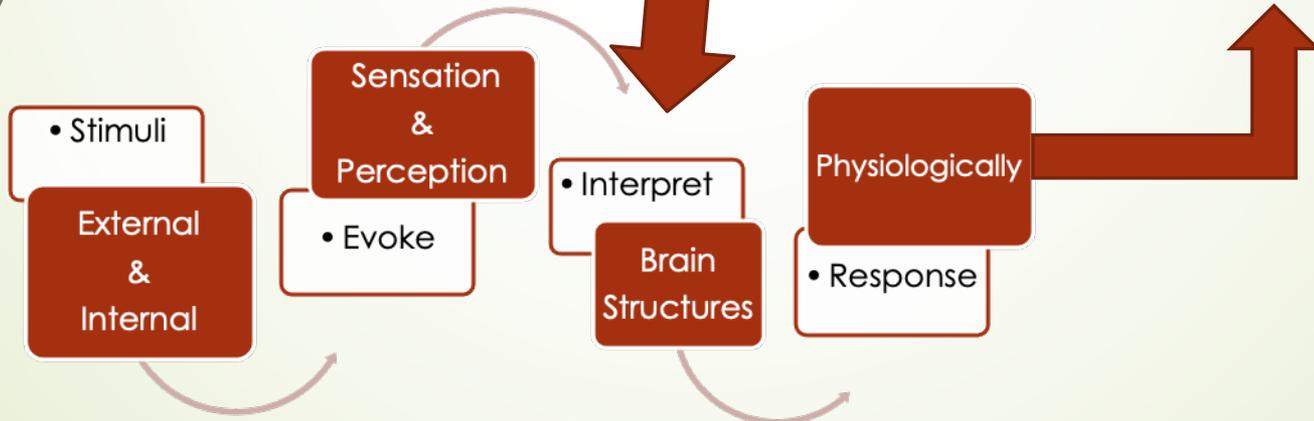
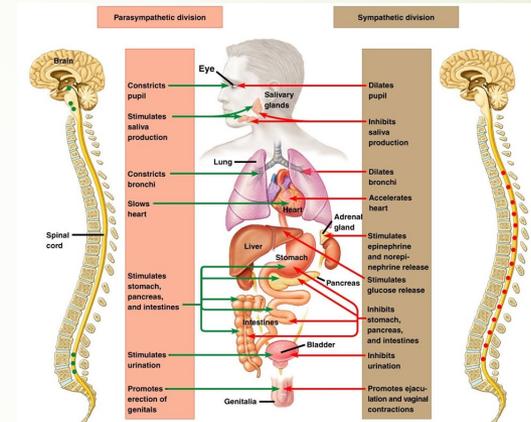
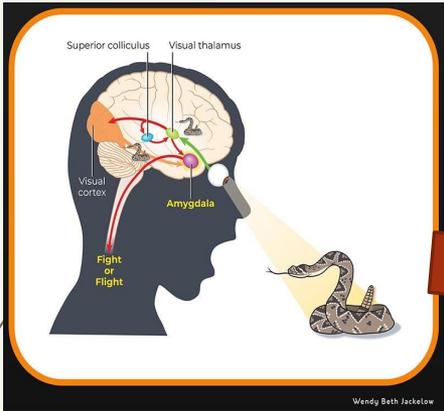
Expanded Emotions....



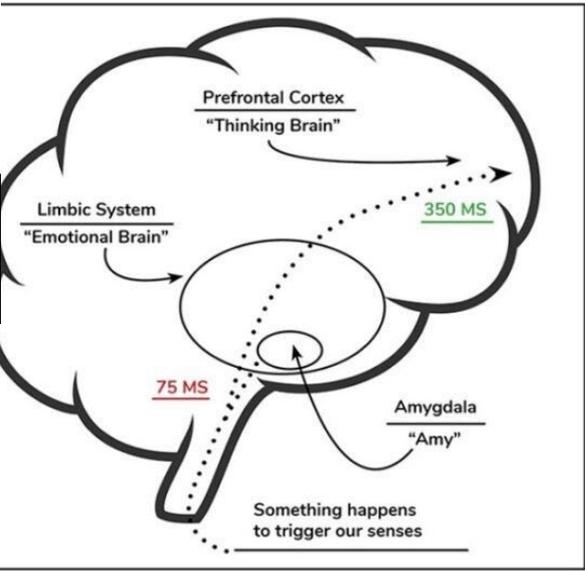
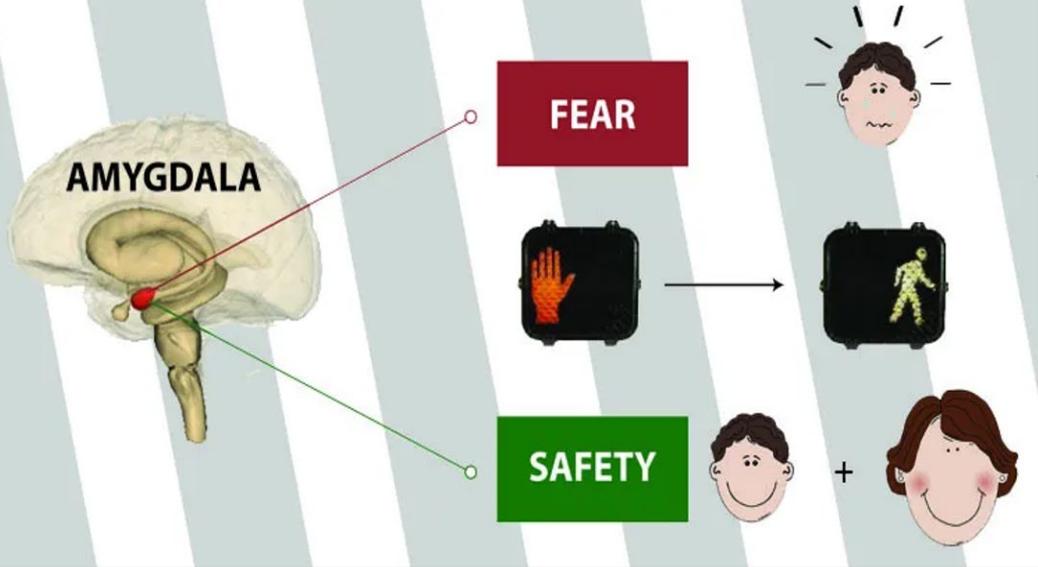
Fear

Same physiological response...

? Real threat VS ? Thoughts
 ? Memories



How the brain works



Thinking Brain less engaged but still present at 70%

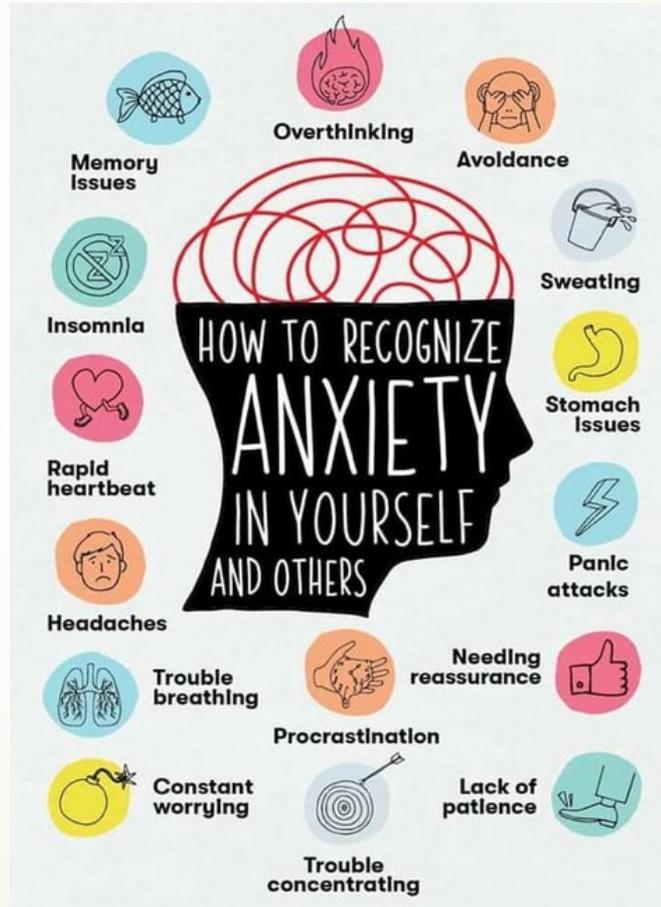
Amy alerted at 100%
Red Light STOP:

Thinking Brain out: Amy takes over

© 2021 Dr. Kate Trull. All Rights Reserved.

How fear looks like?

Conditioning Response





FEAR, can get on the organization's way...How?

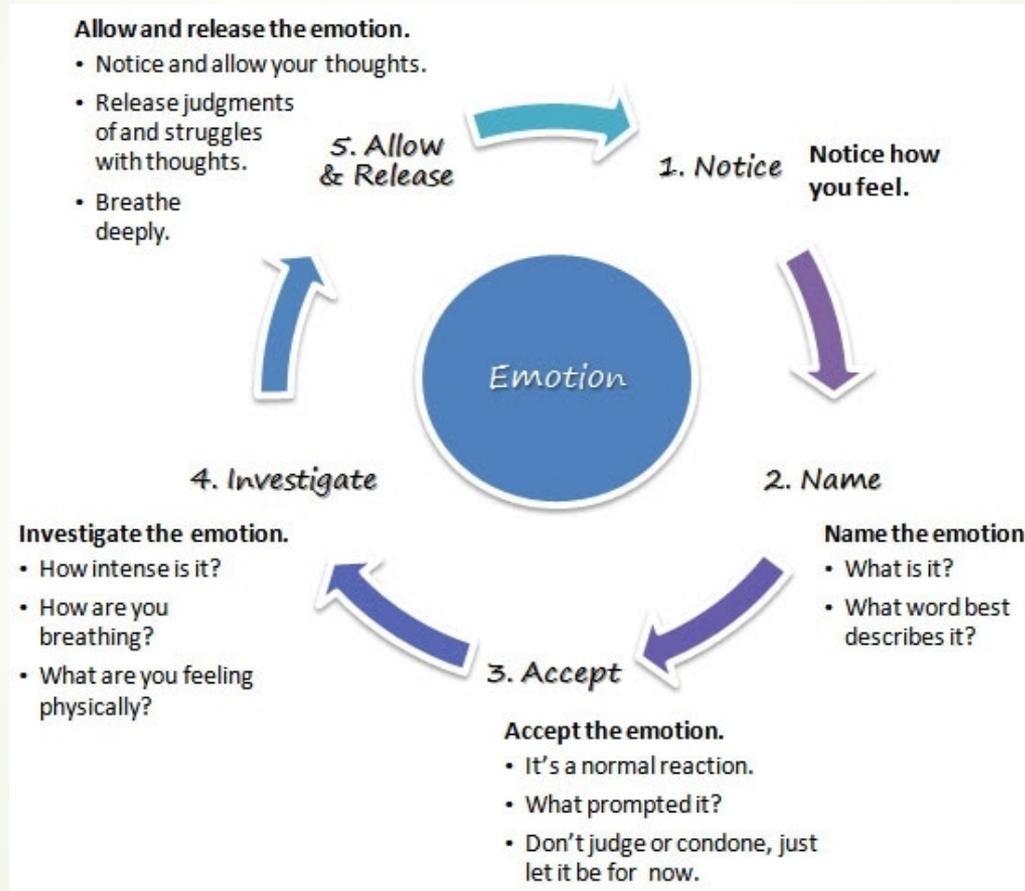
- Allowing fear to dictate our behaviors
- Engaging in unhealthy patterns (Coerciveness, avoidance, procrastination, eating more/less, insomnia, irritability, substance use...)
- Abandon our common grounds: "Humanity"
- Minimize how the external and internal environment impact organizations' biggest asset: Their PEOPLE (Hess,D.)
 - Dismissing one of the biggest human inhibitors to transformation: FEAR (Employers, employees both experience emotions)
 - People cannot learn, neither create new ideas when they are fearful. Bottom line, there is no innovation.



Conditioning responses block transformation within the work environment

- ❑ Working in “Auto Pilot” mode
- ❑ Doing the minimum required
- ❑ Lack of:
 - ❑ Vision
 - ❑ Safety
 - ❑ Acumen
 - ❑ Competencies and skills; new technology; critical thinking and problem solving
 - ❑ Initiative
 - ❑ Communication
 - ❑ Introspection...Awareness...

If you are from the human specie, create a safe space within...



How does a courageous change to innovation begin?

From the top:

- ❑ Connect with one another
- ❑ Open channels of communication
 - ❑ Enable collaboration, learning and teamwork
 - ❑ Allowing honest conversations; starting with smallest and diverse groups, minimizing “group cohesiveness”
- ❑ Allowing vulnerabilities (superpower)
- ❑ Creating a safe work environment (Psychologically)
 - ❑ Being proactive, without reactivity and defensiveness.
 - ❑ Creating a nonjudgmental, caring, and compassionate environment with a spirit of embracing diversity through listening ideas, being present and showing engagement.
 - ❑ Acceptance of ideas of everyone, without considering popularity or titles.
- ❑ Recognizing more “Transformational leaders”
- ❑

Individually:

- ❑ Openness to the experience
- ❑ Psychological flexibility
 - ❑ Awareness
 - ❑ Recognize
 - ❑ Vulnerability
 - ❑ Acceptance
- ❑ Explore the “Why”
- ❑ Little by little trust the process
- ❑ Think out of the box
- ❑ “Stir things up” in a different way (Breaking the chains of “Auto pilot”)
- ❑ Learn new habits
- ❑ Breath...
- ❑ Nurture your Holistic Being
- ❑ Self care, self care, and more self care
- ❑



Remember...

F.E.A.R.

has two meanings -

Forget Everything And Run

OR

Face Everything And Rise

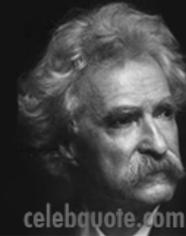
The choice is yours.

Which path will you
choose?...



COURAGE
IS RESISTANCE TO FEAR
MASTERY OF FEAR
NOT ABSENCE OF FEAR

Mark Twain



celebquote.com



Courage is the power of the
mind to overcome fear.

~ Martin Luther King Jr

wellqu.com



YOU GAIN STRENGTH,
COURAGE, AND CONFIDENCE
BY EVERY EXPERIENCE IN
WHICH YOU REALLY STOP
TO LOOK FEAR
IN THE FACE.

— Eleanor Roosevelt

Simple Reminders



Courage is what it takes
to **stand up and speak**.
Courage is also what it takes
to **sit down and listen**.

— Winston Churchill

Goalcast



"Efforts and
courage are not
enough without
purpose and
direction."
— JFK



To be fearless
and
courageous...
it is a constant
choice

"Before you conquer the mountain, you
must learn to overcome your fear."

Isabel Allende



Having courage does not mean that
we are unafraid. Having courage and
showing courage mean we face our
fears. We are able to say, 'I have
fallen, but I will get up.'

— Maya Angelou —

AZ QUOTES



The courage of leadership is giving
others the chance to succeed even
though you bear the responsibility
for getting things done.

— Simon Sinek —

AZ QUOTES



"You should never
let your fears
prevent you
from doing what
you know is right!"

~ Aung San Suu Kyi



Courageous people
do not fear forgiving
for the sake of peace.

~ Nelson Mandela

wellqu.com





How to make **INNOVATION** work? The Workshop

Learn how to promote, manage, measure and generate more income from innovation. For more information contact us at Tagrait@gmail.com