

# The Four Fatal Fears

Psychologist Maxie Maultsby believes these fears impede our ability to interact effectively with others and take relevant action. They have an immobilizing affect.

# Fear of Failure

- *I fear failure; therefore I NEED to succeed.*
- Reluctance to act or make a decision
- Missed Opportunities
- No sense of adventure
- Risk intolerance compromises innovation and growth
- Right Answers instead of Right Questions
- Thinking: Black/White - All or Nothing

# Fear of Being Wrong

- *I fear being wrong; therefore I must be right.*
- No one may challenge your thinking or ideas
- Organizational silence becomes prevalent
- Everyone loses creativity and imagination
- Dominates discussions and attempts to control thinking of others
- Ironically, leads to being wrong & limits growth of person, teams and organizations

# Fear of Rejection

- *I fear rejection; therefore I need to be accepted.*
- Cannot take a stand for anything if relationships feel threatened
- Cannot confront poor performance or challenge the thinking of others in service of open discussion and diverse thinking
- Tendency to rely on consensus decision making because it is more important to be liked than respected
- Locus of control is external; loss of sense of self contributes to inauthenticity and stress which can lead to the thing most feared - loss of acceptance and connection

# Fear of Being Emotionally Uncomfortable

- *I fear being emotionally uncomfortable; therefore I need to be comfortable.*
- Lack of capacity to be present and engaged in the face of emotions (sorrow, anger, joy, etc)
- Tendency to avoid emotionally charged discussions; miss opportunities for mutual learning and growth
- The intrinsic loneliness of leadership becomes stressful, if not unbearable
- Maintaining emotional comfort cuts individual off from own emotions and the ability to respond appropriately to the emotions of others
- Cannot make decisions because of fear of other's emotional responses

# Four Fatal Fears and EQ

- Write down >
- What do you fear and when?
- How do you react when afraid?
- What is an alternative response?
- Can you identify fear in others?
- What is the relationship between fear and EQ?
- Decide on one fear and work on it next week.