



Learning Triad - Explore Your Fear

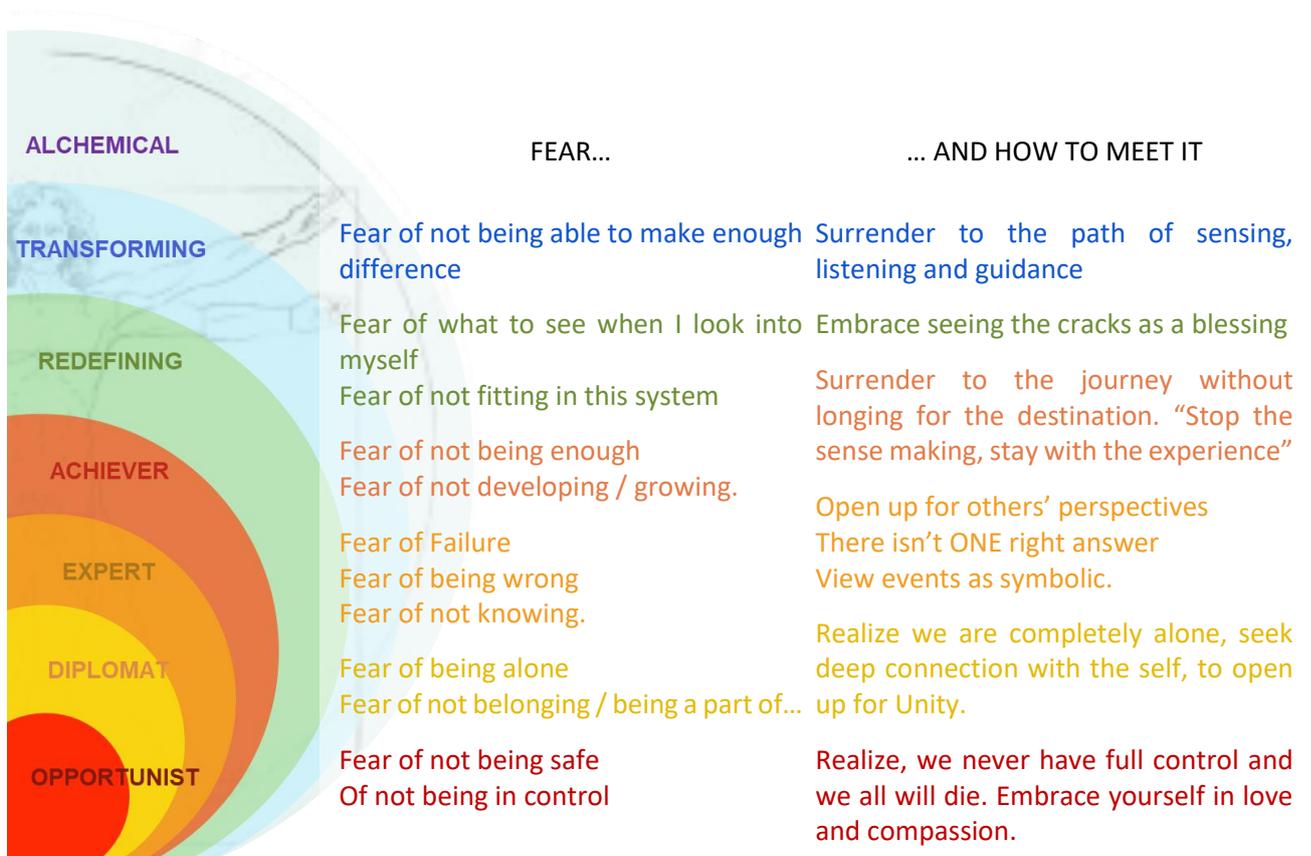
“Nothing in life is to be feared. It is only to be understood.”

-Marie Curie

What is this?

This is a learning triad support tool, to explore how to meet your own fears, and create awareness of fear created by your organizational culture and structure.

How to...



Exercise 1: Explore the fears holding you back

In your coaching triad, co-explore what fears you recognize in yourselves.

- How does it show?
- In what situations?

Next time the fear is awakened, do not flee, but stay with it. Silence your thoughts and stay with the fear. Experience it. And see how it transforms over time.

- Explore together how this make you feel.
- How you can support each other in doing this.

Look at the ways to meet your fears above. Explore together:

- Is there any way that attracts you?
- Is there any way that scares you, that you do not want to try? Maybe it's your fear speaking. Explore if this is a signal that you are ready to face that fear, in that very way.

Exercise 2: What fears are awakened in your system / organization

Your organization holds both culture and structure, that shape who you are, and how you do things.

Reflect on the structure: Organizational structure, processes, tools...

- What fears can be awakened by the existing structure?
- In what situations?

How can you co-sense and create co-awareness of this structure so you can initiate change to something that as not awakens fear, but instead create connection and contact?

Reflect on the culture: How you are with each other. Jargon, Language. What is valued, and how. The culture is often different in different parts of an organization, and each group has its own culture.

- What fears can be awakened in your culture?
- How can you co-sense and create co-awareness of this, to initiate a shift where you meet each other in openness?