

## Recalibrate FEAR

The Law of Feedback states: there is no failure; there is only feedback. Successful people look at mistakes as outcomes or results, not as failure. Unsuccessful people look at mistakes as permanent and personal. How one approaches the fear of failure is a barometer of how long it will take to move forward especially in the job hunt.

If **F E A R** is **F**alse **E**vidence **A**ppearing **R**eal then it is safe to assume it can be whipped! What's real is real and what's bogus is..well...bogus. The challenge is to discern real from vaporware—imaginary outcomes not necessarily connected to reality.

Here's how to turn **FEAR** into success:

**FOCUS:** Begin by getting focused on what you really want. What is your vision? What is your goal? What results do you want? Clarify the desired result. Get clear.

**EXPLORE:** Notice the warning signals. Notice your resistance. Notice your fear. Use fear as a friendly reminder to stop, be aware and resume control to best avoid failure or loss. Research the resistance.

**ASSESS:** Research what you discovered in step two. Look at your options and then create an action plan based on your research. Break your goal into small steps. What is your next step? What support could you get?

**RESPOND:** Choose to say "yes" to your plan or to say "no". Do you agree or disagree with the change you're facing? If you choose "no" then just go back to step one and repeat the process until you are ready. If you choose "yes" then take action. Expect the best!

By applying these steps, you can learn to develop a constructive response to your fears when job hunting:

1. Focus on the action you want to do but have been afraid to attempt. Perhaps it's interviewing with a company in which you've had a long-standing interest but never felt comfortable approaching, or applying for a position which interests you but is outside your primary area of expertise.
2. Identify the sources of your fear. Do you fear rejection from appearing unqualified in a new pursuit?
3. Determine what other emotions could counteract the fear. Is the excitement about the possibility of joining your dream company strong enough to overcome the fear of rejection? Does the prospect of having a daily passion and purpose about work outweigh the fear of being seen as unqualified?
4. Close your eyes and concentrate on the emotions that run counter to your fear. Let them become powerful in your mind. Listen to the voice from

these emotions that says, "Go for the interview! Give it a try! It might be a good match!" Or, "Why not pursue the position in a new field? Otherwise, you'll never know if you could have landed the job."

5. Repeat until you hear the message in a clear and compelling tone.
6. Take the action you fear.

Although we all make mistakes, fear - especially fear of failure - doesn't have to cripple you. What's to lose? Feel the fear and do it anyway!

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