

FROM FEAR TO TRUST



Session Leader Guide

The purpose of this exercise is to help participants gain a greater understanding of fears that hold them back from courageous action and to create next steps to resolve a current problem situation. It can be used as a stand-alone exercise or used as a module in a longer workshop. All human beings experience fear. Fears have a very positive side, they help to keep us safe and enhance our chances of survival in dangerous situations. However, our fears can also hold us back from facing and exploring unresolved problems and relationship conflicts. Our fears are often sourced from negative childhood experiences or learned from the people (organisations and community) that we live within.

PURPOSE & OBJECTIVE

- To attain new understanding about difficult problems or relationship issues that are holding you back.
- To create the next steps necessary to find a resolution
- To explore the values, beliefs and behaviours (consciousness) that drives or restrains your actions.

TIME

The estimated time for this exercise is approx. 1 – 2 hours.

BEFORE THE SESSION

1. Anchor the decision to do the exercise with the group.
2. Read through the whole Session Leader Guide – the best thing is to try out the exercises yourself first so you know the key steps.
3. Book a meeting room. Make sure that the room makes it possible to split up the group into pairs and work in pairs in an acceptable way.
4. Send out the invitations for your group meeting at least two weeks before your meeting. Communicate Purpose and Objective, when, where and who will be involved.
5. If you intend to use a meeting evaluation or team reflection, have it prepared in advance (see page 172).
6. Try to come at least 20 minutes before everyone else.
7. Make sure that you have printed hand outs for all participants.
8. Write the Purpose, Objective and Agenda on a flip-chart so that everyone can see them during the whole session.

DURING THE SESSION

1. Present the Purpose, Objective of the exercise. Highlight when you intend to end the meeting. Ask if everyone will be able to stay for the whole meeting.
2. Introduce the exercise by sharing the steps to be taken. Make sure everyone understands the exercise. Allow time for questions and concerns.
3. Explain the importance of understanding the fears that unconsciously drive our beliefs and actions.
4. Facing and understanding our fears can be a personal experience. Sensitively ensure that everyone gets the opportunity to reflect and voice his or her insights and learning from this exercise. Remember, the process is as important as the outcome.
5. Conclude the exercise by a reflection followed by what you expect to be the next step on your culture build-up journey.

AFTER THE SESSION

1. Make sure to recognize and see each other's strengths and behaviour as confirmation and acknowledgement of what you have shared with each other during your meeting.
2. There should only be individual actions after this exercise, no team actions, except the action defined above.

Agenda

(proposal and facilitator notes)

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| 1. Introduction | 10 min |
| Go through Purpose, Objective and Agenda. Be open for questions. | |
| 2. Individual work and reflection | 10 – 15 min |
| Ask the participants to complete the handout and work through the steps in the exercise individually. This is personal reflection time. | |
| 3. Small Group Dialogue | 30 – 40 min |
| Form pairs and ask the participants to share their stories and insights. | |
| 4. Whole Group Reflection | 20 min |
| Have the group reflect on what was the major thing they learned and took away from this exercise? | |

<p>1. Choose a real work situation / relationship that you would like to improve but so far you have been unable to resolve. Situation:</p> <p>2. Use the Want-Have Consciousness Matrix below to describe the situation in four sentences.</p> <p>3. Fill the boxes in the consciousness matrix, answering each with a short statement (not a narrative).</p>	
<p>1. In this situation, what I want that I have.....</p>	<p>2. In this situation, what I don't want that I have.....</p>
<p>3. In this situation, what I want that I don't have.....</p>	<p>4. In this situation What I don't want that I don't have.....</p>
<p>4. With regard to the situation you have chosen, this matrix is the structure of your consciousness. It exposes the thoughts and beliefs that inform your action or inaction.</p> <p>5. To understand how this structure works, imagine that each cell is an internal Counsellor and the statement is his/her mandate.</p> <p>6. Each counsellor has a 'positive intention' because they know what is good for you and has been a good partner to satisfy your needs.</p> <p>7. It is important to understand what each Counsellor brings to you in this consciousness matrix.</p> <p>8. In order to do so, create an imaginary conversation between the Counsellors behind each cell, as follows:</p> <ul style="list-style-type: none"> • Notice what happens inside you when Cells 2 and 3 talk to each other... usually it is like an invitation to go forward ...because these are your "Driving Counsellors". • Notice what happens inside you when Cells 1 and 4 talk to each other... It is usually as an invitation to not move...because these are your "Restraining Counsellors". • Notice what happens inside you when the other Cells talk to each other...usually "internal conflict" arises...Cells 1 and 4 will fight to keep the status quo...because they are two very conservative Counsellors (they used to manipulate you with fear). • Avoid judging their responses and recognise the "positive intentions" of the four Counsellors that want to benefit you from their different perspectives. • Listen to their replies and connect with your feelings towards the working situation or the relationship you are dealing with. <p>9. What insights and understanding do you gain from this exercise?</p> <p>10. What are the next steps you can take to address the unresolved situation and when will you act?</p>	