

Unfear Newsletter: New Year, New Journey

Dear Reader,

Welcome to 2023! The new year offers an excellent opportunity to reflect on the life we want to create and how to live more intentionally into it.

As such, we at CCP find ourselves thinking about the Hero's Journey, the narrative pattern identified by Joseph Campbell where a protagonist embarks on a quest, faces and overcomes challenges, and returns to their home changed and bearing a gift. In this arc, we see a beautiful metaphor for both individual quest and transformation and organizational quest and transformation.

How so?

The Unfear Organization: A Journey With a Thousand Heroes

The best organizations constantly change and evolve. Each evolutionary cycle is a new and unique journey, except, in this case, it's a journey with a thousand heroes.

Each individual is a hero, undergoing their own challenges and transformations. An organization assembles a fellowship of these heroes and gives them a larger purpose within which their individual journeys can nest. The organization equips and trains this band of questers. Finally, the organization helps them develop the courage and resilience necessary to make it through the belly of the beast. Through this, the organization helps transform the people and the world around it.

This is how we view an unfear organization. A structure that can unlock extraordinary results, change the planet for the better, and help organizational stakeholders grow into their fullest selves. Creating such an organization is an exciting and noble quest. In the next newsletter, we will discuss the first step of that quest. For now, we want to focus on the impact an unfear organization has on individuals and vice versa.

The Opera and The Football Match

Imagine going to an opera. You arrive gussied to the nines, rent some binoculars-on-a-stick, and then sit silently in the dark until a particularly virtuosic soloist trills through a complicated aria when you might rise and shout "Bravo/a!" and sit right back down.

Now imagine behaving that way at a football match. Seems bizarre, right? At the match, you'd feel more comfortable in casual clothes, sipping a cold beer instead and shouting till your voice is hoarse with the other fans.

Do any of that at the opera, and you'd get the boot. The point: environment dictates behavior. We can be the same person but behave in opposite ways, depending on our surroundings. This is especially true in the workplace. Working in a fear-based organization will reinforce fear-driven behaviors. Working in an unfear organization does the opposite: the environment encourages each individual to live an unfear life. Then, those unfear individuals come together to build an even more resilient organization.

Worth thinking about

Below, we include a chart that shows the essential differences between how a fearful and unfear organization operates.

Traditional Fear-Based Organization	Unfear Organization
Purely driven by profit	Driven by creating value for all stakeholders (including profit)
Command and control; top down	Inclusive, leveraging insights from all parties
Parent-child orientation	Adult-adult orientation
Technical/process orientation	Adaptive and process orientation
Risk minimization	Healthy risk appetite
Efficiency focus	Effectiveness and efficiency focused
Either/or mindset	AND mindset
Victim and blame orientation	Mastery orientation
Knower and expert mindset	Learner and curiosity mindset
Problem-focused	Solutions-focused
Dysfunctional conflict	Creative conflict
Best-practice oriented	Next-practice oriented
Humans as resources	Humans as humans
Profile consistency in leaders	Diversity in leadership profile
Certainty and order	Chaordic – chaos within order

Read the list on the left again. Do you see these behaviors in your organization? If the answer is yes, how does it impact performance? Employee well-being?

Take it to go

In your workplace, what stories do peers and leaders tell about the company? Are there any unspoken narratives that impact people's mindsets and behavior? Do those stories contribute to a fear or unfear environment? What stories do you tell yourself about the company and your position in it? How many of those stories drive fear? Encourage you to live an unfear life?

Questions?

Please contact us and schedule a call if you are interested in applying Unfear to improve your team and organizational culture and effectiveness. We'd love to hear from you.

[CONTACT US](#)

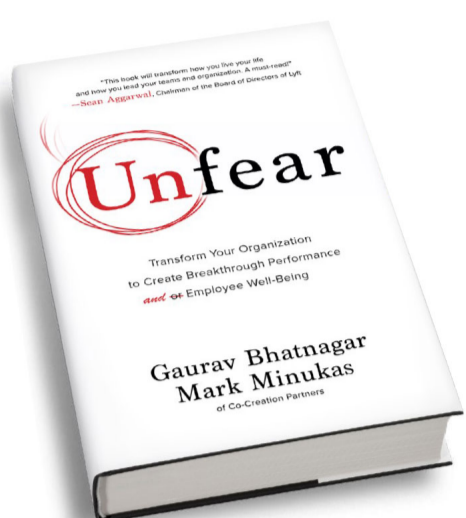


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