



Dealing with Fear

In most cases, fear shuts things down, causes problems, and disintegrates creativity. Fear can easily lead a person into depression and apathy. Fear can emotional destroy confidence and self-worth. The same applies to organizations. Once creativity is pushed out of an organization do to management be fear, top-down, bottom-line autocratic behavior, employees become stoic and tend not to perform unless pushed or challenged.

With the onset of the Millennial Generation, the values of younger employees show substantial differences with older generation employees. Millennials seek unity and personal satisfaction as compared to its previous generations who were inclined to be led autocratically and being well structure within the “Box” as dictated by their superiors. In many cases, fear of losing your job served as an underlying motivational factor.

Dealing with fear takes on a plethora of educational and therapeutic resources. From bungee-jumping, to nerve ball bats, to T-Groups and new virtual reality programs, valued techniques are there for the asking. But sometimes, having a good counselor or coach works well. How well ingrained a person holds onto a fear is most critical? When fears are genetically embedded or socially conditioned, it may take some time to mitigate. On an easier note, facing your fear is the best approach because that becomes a creative process, which avails more confidence and satisfaction.

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