

THE UPSIDE TEACHING GUIDE

EPISODE 41: Overcoming Fear: Awareness and Action Framework

Purpose:

To help you identify your personal fear response, reframe it, and take courageous action in the areas where fear is holding you back.

SECTION 1: Identify Your Fear Response

1. _____

- Signs: Avoidance, busyness, distraction
- Reflection: What am I running from right now? What's one hard thing I've been avoiding?

2. _____

- Signs: Indecision, perfectionism, over-preparation
- Reflection: Where am I "getting ready to get ready"? What's one small action I can take to move forward?

3. _____

- Signs: Blame, defensiveness, anger, control
- Reflection: Where am I misdirecting my energy? What's the real fear underneath my frustration?

4. _____

- Signs: People-pleasing, lowering standards, avoiding conflict
- Reflection: Where am I seeking approval instead of being authentic? What boundary do I need to reinforce?

SECTION 2: The Courage Framework

Step 1: Name It

Awareness breaks the cycle. Call it out—"I'm in flight mode right now."

Step 2: Ask What's True

Is there a real threat, or just a perceived one? What story am I telling myself?

Step 3: Choose Aligned Action

Decide on one small, courageous step that aligns with your values—even if it's uncomfortable.

SECTION 3: Team Discussion Questions

For leaders, teams, or small groups:

1. Which of the 4 fear responses do you most relate to—and how does it show up in your work?
2. How does fear impact decision-making or communication within your team?
3. What does courage look like for us this quarter?
4. How can we support one another in taking bold, values-aligned action?

SECTION 4: Key Takeaway

You don't have to be fearless. You just have to be willing to move through fear.

When you name it, you can change it.

"Courage isn't the absence of fear—it's action in the presence of it."