

OVERCOMING FEAR TO ACHIEVE POTENTIAL

When we are born, we are pure potential. Our family wish for great things for us and indeed everything is possible. As we grow we learn about barriers. Our parents, out of concern for our safety, tell us 'no, don't do that! It's risky, you may get hurt'. Gradually we shrink our horizons of the possible to be our new universe of what we can do. We filter out everything we saw as a child and become somehow smaller, less capable. All of this of course is in our own minds. We have created our own barriers.

As we receive feedback from managers, friends and family we interpret still further what is possible. A poor manager will effectively shrink our horizons by discouraging or purely failing to give us constructive and nurturing feedback. If we don't work in an environment where we can flourish we become fearful and less likely to go for our dreams.

Dreams are for others we tell ourselves. Or they are the things that sustain us when we are having a tough day? What stops us from making those dreams becoming a reality? We do, with all the barriers we have built to keep ourselves safe.

But what makes somebody break through those barriers to get that dream job, travel, start a business or work for a charity they cherish? We all know at least somebody who has done that and are no longer dreaming.....they are living that dream.

Sometimes it takes something really life changing to create the momentum to at least believe that we can overcome our fears. Something like redundancy, divorce or loss of a loved one can cause us to look at the world differently, at least for a while. This moment is key, it doesn't last forever and we are really effective at starting up the voices of doubt; the ones that question our need to change and talk us back into the safety of the known.

Grabbing these moments of clarity of the future is so important for us as individuals. If we are the one going through this then move fast. Find a trusted advisor to work with. A good outplacement coach is the perfect support to push through and really look at the art of the possible. To examine our potential, all of it, the skills we have acquired on the journey so far and the attitude to work and life we carry with us as well as what really motivates us.



Bev White

Author:
**'OVERCOMING FEAR
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The June ACF Europe Newsletter will feature an article by Henry Armstrong (Director London at CDL Consulting, UK and Board Member of ACF Europe)

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As an outplacement coach we have a great responsibility to create the right conditions for somebody to explore all their options, look at their potential fully and help them see all that they really are. These are truly transformational moments where for the first time people become so excited about the now and the future, daring to dream and to talk animatedly about their choices.

When somebody walks in the door for that first meeting, believing themselves to be rejected, less capable, maybe actually feeling really positive about life too, that is the moment the work begins. Helping people see the true and wonderful potential that they really are. Standing back and talking through the many accomplishments in their whole life, their outlook, all helps people to have the confidence to look past the barriers they have created inside their heads since childhood. What takes people through those barriers is belief. Belief, that they can achieve more, whatever that is for them. Of course there are many practical things too that need planning and preparing but without belief none of that will help. Our role as a coach is key here, to support, encourage and remind people of who they are. What they have done so far in their lives is vital in building up that belief. For many this is the first really positive experience they may have had focused entirely on them in years.

Think of all the countless emails from people who now have a happier life doing a job that suits them, a job they may have wished for a long time, a job just like the last one but that gives them time to run, work at a charity, spend quality time with people important to them. In these countless emails we will also have the really big transformations, the new businesses set up and thriving, the travel tales, the move to a new career, study undertaken; degrees and masters or doctorates awarded. I know for many of us this is why we do this job, to help people realise their true potential.

I will end with reference to a ten year old American boy called Robby Novak who was born with Osteogenesis Imperfecta, or brittle bone disease. He became a YouTube sensation when he made a short film on how we can be 'awesome'. He is known as Kid President and his video has been watched over 20 million times. He has inspired many including President Barack Obama. What Robby says is that we all can choose to be the very best version of ourselves, to reach our potential. Will you choose to be awesome today?

Bev White

Managing Director HR Consulting at Penna Plc, UK
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Recording ACF Europe Webinar 21 May 2013

30 ACF Europe members attended the recent ACF Europe webinar:

'THE ROLL OF PROCUREMENT IN THE SELECTION OF A CAREER TRANSITION PROVIDER'

A recording is published on our website

www.acf-europe.org
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ACF Europe Conference 15 + 16 May 2014

ACF EUROPE CONFERENCE

In 2014, we will organise an ACF Europe conference in Paris from Thursday night 15 May to Friday afternoon 16 May.

Please put these dates in your diary. As soon as we have more details we will inform our members.

Please let us know if you have any topics you would like to discuss during the conference.



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