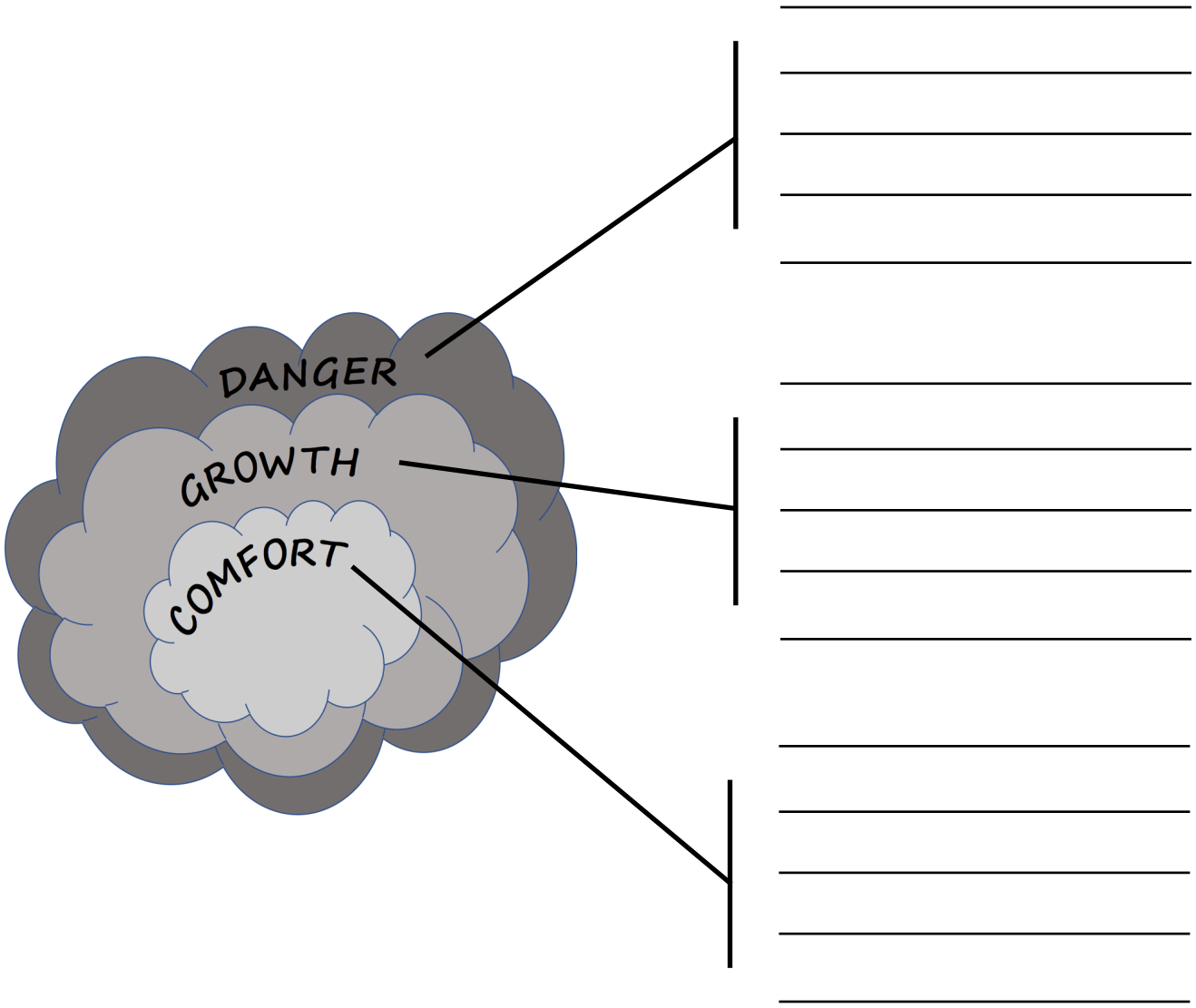
1. Think of five to six activities you are entirely comfortable doing. You jump right into doing these things without hesitation and rarely worry about what other people might think about you. Write these activities in the comfort zone circle (i.e., the inner circle).

2. Think about the activities you are uncomfortable doing on a day-to-day basis. You're willing to do them, but you often procrastinate in getting them started. You could have self-doubt while you're doing them. It doesn't matter if the discomfort is big or small. Write those activities in the growth zone (i.e., the middle ring).

3. Finally, think about the options that make you say, “Hell no!" It might be public speaking, conflict resolution, delivering bad news to the CEO or anything else you cannot imagine doing. Write those activities in the danger zone (i.e., the outer ring).



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Ask yourself a few questions to help your reflection:

What are the patterns or themes found in each of the circles?

_____

_____

_____

This picture is a reflection of your leadership. Given this picture, what do you want to acknowledge about yourself?

_____

_____

_____

What else do you notice about this picture?

_____

_____

_____

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Exercise: What are you going to confront?

Think about what it felt like to be with one of the fear situations. What were you feeling? Did you have butterflies in your stomach? Were you sweating? Were you pacing the hallway waiting to go in? Whatever the experience, take a couple of minutes to remember it.

Reflect on the experiences, and journal to capture your thoughts:

What fear were you confronting in this experience? What do you make up about what this fear is trying to protect in you?

_____

_____

_____

What was the worst thing that happened in this experience?

_____

_____

_____

What was the best thing that happened in this experience?

_____

_____

_____

What has changed about your relationship with this fear, as a result of the experience?

_____

_____

_____

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What do you want to acknowledge about yourself for having pushed through this fear?

_____

_____

_____

What will you commit to doing next time to keep you confronting this fear again?

_____

_____

_____

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