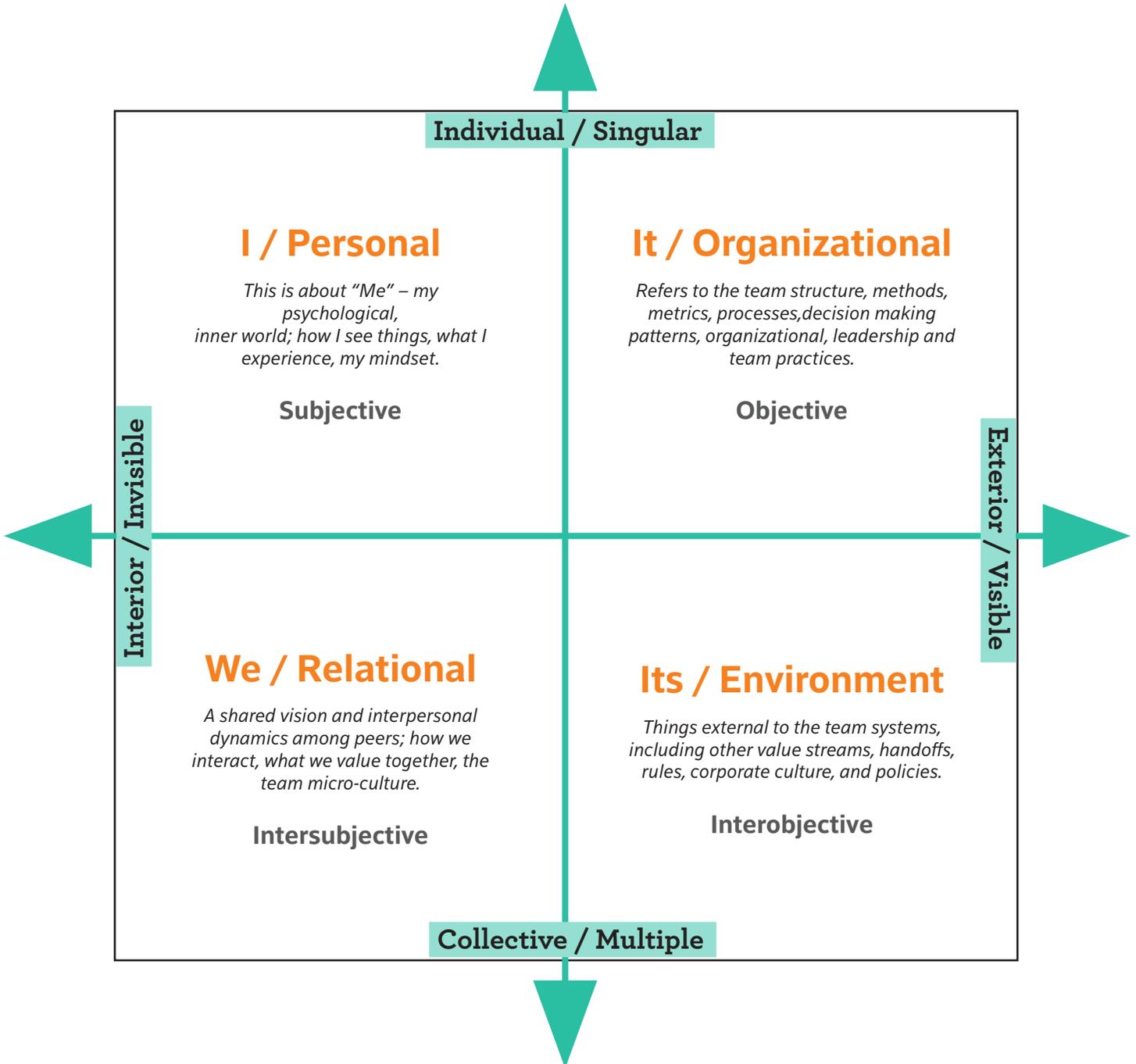
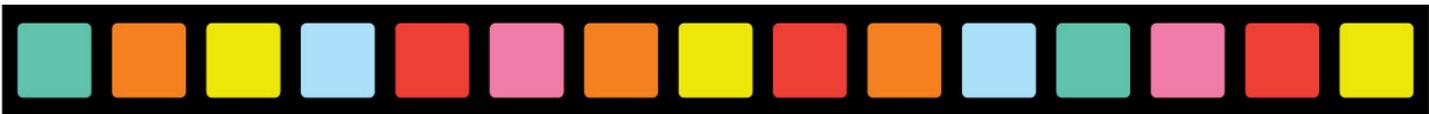


Integral Theory View into Fear and Vulnerability



Adapted from Ken Wilbur



Example Strategies for Dealing with Fears and Vulnerabilities

Take Responsibility for Yourself

- Acknowledging that you are becoming defensive or fearful is a good first step. Try telling the person you are with that you're starting to notice your own defensiveness/fear.

Slow Down

- Take space, stay quiet for at least a 10-count, take two deep breaths, check/change your posture.

Check your assumptions

- Everyone has to make many assumptions daily to get by. There is nothing wrong with making assumptions, and it would be impossible to live a normal life without making them.
- The biggest problem with assumptions is the rigidity with which we hold them.

Detach

- Explore w conscious awareness, trying to understand the root causes, and ask yourself, "What am I trying to override?" See in all the directions.

Start over

- When your Early Warning System tells you that you might be getting defensive or fearful, acknowledge that to yourself, take some action to reduce your defensiveness/fear, and then start over.

Confront your negative self-talk

- See if you can switch your self talk from red-zone (defensiveness, fear, aggression, short term) to green-zone (authentic, non-defensive, collaborative, long term)

Example Lines of Inquiry / Exploration

Personal

- What am I expected to do...
- What do I want to learn more about...
- What is one question that I should ask....

Relational

- What is one thing we can both stop/start doing is....
- Wha are are both motivated by....
- What don't we dare do yet is...

Organizational

- What do I expect from my team leadership is....
- What puts the team at risk is....
- What the team needs most is....

Environment

- I'm proud of our business unit/company when...
- What our stakeholders can expect from us is....
- The reason our value stream can be blocked here is...

Adapted from *Radical Collaboration*, by James Tamm

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