



2025 Symposium

***Tomorrow's Trends
Thriving Beyond Fear:
Mastering Workplace Challenges***

May 5, 2025

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*Thriving Beyond Fear:
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Challenges*



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Learning to Navigate Fear

- Define, deconstruct, and demystify fear
- Illustrate how fear is part of our journey to growth
- Transform fear from a hinderance to a motivator



The Fear Factor

What is Fear?

- Emotional response to a perceived threat or danger

Why is Fear so Scary?

- Taps into our instincts and magnifies our vulnerability



Facts about Fear

Fear is a survival mechanism

- Releases adrenaline, preparing the body for a quick response to danger

Fear can be contagious

- Observing fear in others can trigger similar fear responses

Fear of the unknown is universal

- We naturally fear what we not understand or cannot predict



Reframing Fear

False Evidence Appearing Real

- ✓ Based on imagined threats rather than reality

Finding Excuses and Reasons

- ✓ The avoidance of making changes

Forget Everything and Run

- ✓ Fight-or-flight response to perceived danger

Face Everything and Rise

- ✓ Confronting and overcoming fears



From Fear to Firepower

- **Signals the need for change, pushing us to step out of our comfort zones**
- **By destigmatizing and demystifying fear, we gain more insight into ourselves, our team and our stakeholders**



STRONGER THAN FEAR

Confronting 10 Common Workplace Fears



FEAR OF UNCERTAINTY



Understanding Uncertainty

Being unsure or having doubts about the future or outcomes

Disrupts sense of predictability that people rely on to feel secure



What Drives Fear of Uncertainty

- **Frequent organizational changes without clear communication**
- **Inconsistent decisions and lack of transparency from top management**
- **Economic, political, or environmental factors that are beyond one's control**



Shift Past Fear of Uncertainty

- **Provide regular updates about company goals and changes**
- **Offer resilience training and workshops on navigating through changes**
- **Cultivate a culture of supportive leadership. Be approachable and provide clear guidance**

*"Uncertainty is the fertile ground of pure creativity and freedom."
- Deepak Chopra*



FEAR OF JOB LOSS



Job Loss Jitters

Anxiety or concern that one may lose their current employment

Threatens financial security, personal identity, and future career prospects



What Drives Fear of Job Loss

- External economic conditions leading to company downsizing
- Mergers, acquisitions, or restructuring within the company
- Personal performance issues or lack of alignment with company goals



Shift Past Fear of Job Loss

- **Keep employees informed about the company's financial and long-term health**
- **Provide career counseling and programs**
- **Offer internal mobility and growth options**

"The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle." - Steve Jobs



FEAR OF LOSING WORK-LIFE BALANCE



Work-Life Tango

Equilibrium between the demands of one's job and the demands of their personal life

Losing work-life balance threatens overall well-being, relationships, health, and personal fulfillment



What Drives Fear of Losing Work-Life Balance

- **Expectation for long hours and constant availability**
- **Difficulty separating work and personal life**
- **Insufficient support for personal responsibilities**



Shift Past Fear of Losing Work-Life Balance

- Offer remote work or flexible schedules
- Set boundaries on work limits and encourage disconnecting after work hours
- Create an environment that is supportive of family needs – prioritize your people!

"Don't get so busy making a living that you forget to make a life." - Dolly Parton



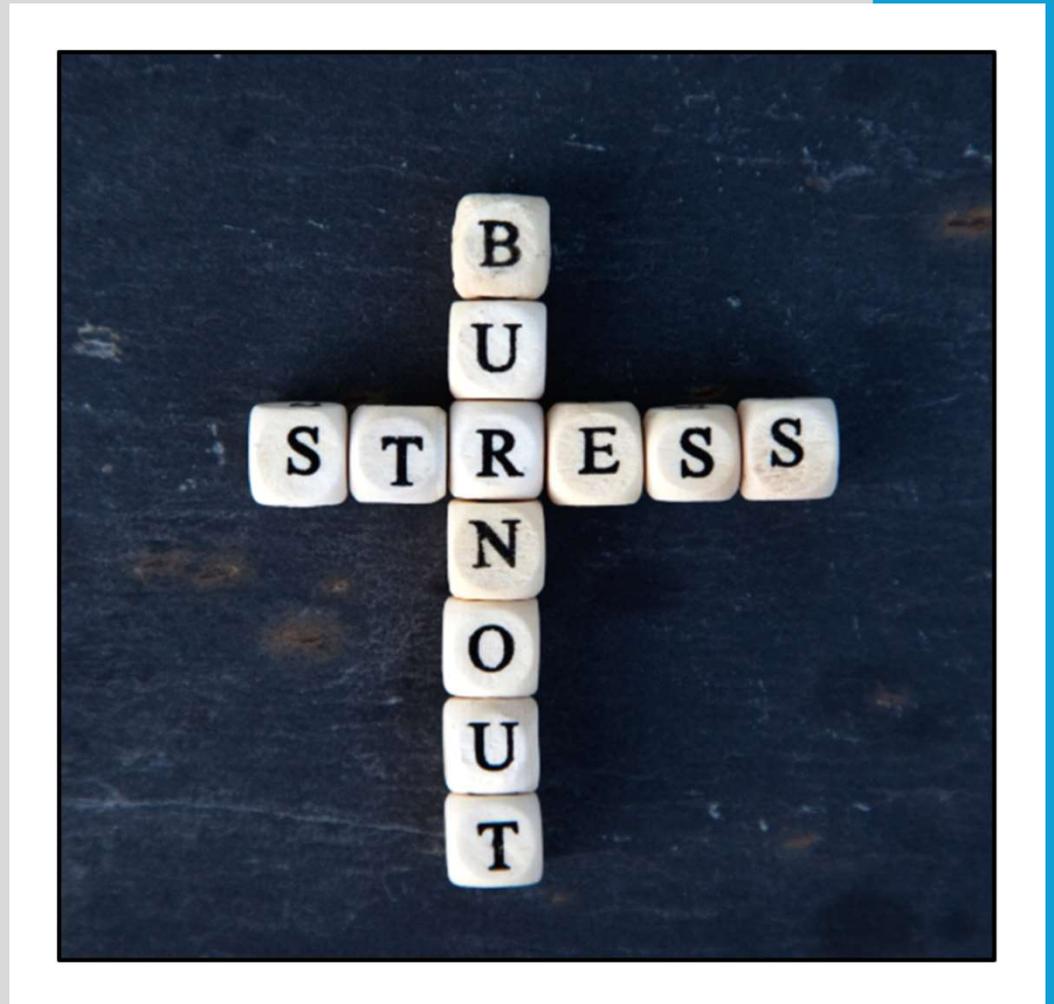
FEAR OF BURNOUT



Battle of the Burnout

Physical, emotional, and mental exhaustion caused by prolonged stress

Mental and physical collapse that can have long-lasting effects on a person's life and well-being



What Drives Fear of Burnout

- **High-pressure deadlines and unrealistic expectations from management**
- **Constant high workloads without adequate breaks or support**
- **Insufficient resources or support from management and colleagues**



Shift Past Fear of Burnout

- **Promote work-life balance and encourage taking breaks and vacations**
- **Regularly check employee workloads and redistribute if necessary**
- **Be mindful of the importance of mental health and offer access to stress management programs**

"It's not the load that breaks you down, it's the way you carry it."

- Lou Holtz



FEAR OF POOR MANAGEMENT



Manager Mayhem

Concern of being under the direction of ineffective, unskilled, or unsupportive leaders

Can have a negative impact on job performance, career growth, and overall well-being



What Drives Fear of Poor Management

- Managers who do not provide the necessary support and resources
- Lack of clear and open communication from managers
- Frequent changes in leading to lack of inconsistent direction



Shift Past Fear of Poor Management

- **Train managers on effective leadership and communication**
- **Encourage employees to seek guidance without hesitation**
- **Provide constructive feedback and support regularly**

"A good leader inspires people to have confidence in the leader, a great leader inspires people to have confidence in themselves."

- Eleanor Roosevelt



FEAR OF CAREER STAGNATION



Career Conundrum: Nowhere to Grow

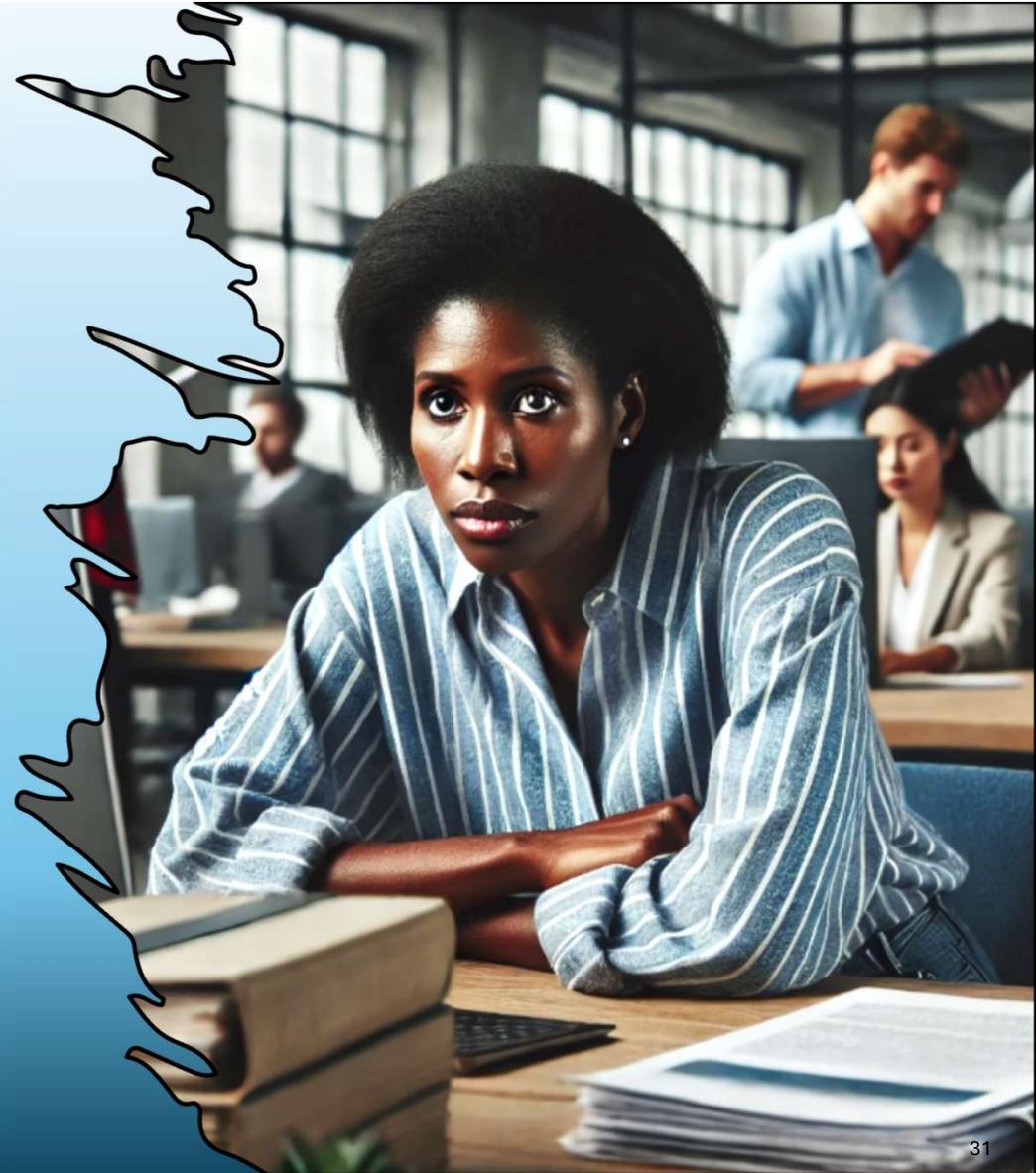
Concern that career is at a standstill, with little or no progress in terms of skill development, job advancement, or increased responsibilities

Can threaten progress, satisfaction, and self-worth



What Drives Fear of Career Stagnation

- Few or no opportunities for promotion or professional development
- Contributions and achievements are not acknowledged or rewarded
- Mundane tasks that do not challenge or utilize full potential



Shift Past Fear of Career Stagnation

- **Clearly define and communicate promotion criteria**
- **Create personalized growth plan for employees**
- **Offer courses and workshops for career advancement**

"You are never too old to set another goal or to dream a new dream." — C.S. Lewis



FEAR OF CHANGE



Challenge of Change

Process involving a transition from one state, condition, or set of circumstances to another

This challenges the status quo, forces adaptation, and involves stepping into uncharted territory



What Drives Fear of Change

- Preference for familiar routines and processes over new ones
- Previous changes that resulted in negative outcomes or stress
- Lack of clear information about how changes will impact one's role



Shift Past Fear of Change

- **Clearly communicate the reasons for the change and share the benefits**
- **Include employees in the change process for ownership**
- **Offer training for new systems and processes**

"Your life does not get better by chance; it gets better by change." - Jim Rohn



FEAR OF NEW TECHNOLOGY



What Drives Fear of New Technology

- **Fast pace of technological advancements and ability to keep up**
- **Previous experiences with technology failures or difficulties**
- **Insufficient training and support for new tools and systems**



Shift Past Fear of New Technology

- **Introduce technologies gradually for early adoption and adaptation**
- **Establish tech help desk or peer assistance**
- **Provide training for new technologies and support opportunities for upskilling**

"Every once in a while, a new technology, an old problem, and a big idea turn into an innovation." — Dean Kamen



FEAR OF RETURN TO OFFICE



Cubicle Comeback Concerns

Apprehension about transitioning back to a physical workplace after a period of working remotely

Potential health risks, loss of flexibility and work-life balance, social anxieties, and the disruption of established routines



What Drives Fear of Return to Office

- **Stress associated with daily commuting and time management**
- **Losing the flexibility and convenience of remote work**
- **Concern about health risks, availability for family needs, social anxiety**



Shift Past Fear of Return to Office

- Offer flexible arrangements, combining remote and office work
- Ensure the office environment is safe and compliant with health guidelines
- Allow a phased return to the office to each the transition

"Coming together is a beginning; keeping together is progress; working together is success." - Henry Ford



FEAR OF ISOLATION- REMOTE WORK



Home Alone Hurdles

Concern that working remotely, often from home, will lead to feelings of loneliness, disconnection from colleagues, and a lack of social interaction



What Drives Fear of Isolation (Remote Work)

- **Challenges in maintaining effective communication and feeling like a cultural fit for the team**
- **Blurring of the work-life boundaries**
- **Concern about missing out on promotion opportunities**



Shift Past Fear of Isolation (Remote Work)

- Utilize tools that facilitate easy communication
- Organize virtual social events to connect employees
- Schedule weekly virtual touchpoints

*"You are never alone. You are eternally connected with everyone."
— Amit Ray*



Embrace and Overcome Fear

Understanding Fear

- Recognize that fear is a natural, universal experience

Tools and Strategies

- Utilize various strategies to manage and overcome workplace fears

Empowerment

- Encourage a culture of openness and empower employees to face their fears





Connect and Continue the Conversation



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