



**How can leaders
surface unspoken
fears...**

***...without
creating
panic?***



Fear is a normal human response to perceived threat.

Without it, we wouldn't survive in the world.

The problem?

When fear is ignored,
denied, or glossed over...
it can tip into **panic**.



Two people can look at the same situation:

You might see the opportunity.

The other person sees a threat.



Both are valid. But if left unspoken, fear builds momentum.

Leaders don't need to erase fear.

They need to:

- Accept it exists.
- Contain it.
- Give it healthy space.



How to surface fear constructively:

Here are some questions you can ask:

“What’s the worst that can happen?”

“How else could we see this situation?”

“If the worst did happen,
how would we deal with it?”

People don't expect leaders to eliminate fear.

They want reassurance that:

- Their fears are heard.
- Together, they can respond wisely.





The worst thing a leader can do?

wide
open
spaces



**We need to
normalise fear.**

wide
open
spaces

WIDE OPEN SPACES
LEADERSHIP DEVELOPMENT



**and that's how you
avoid impending
panic!**