AmericanHort Presents Cultivate'19

DEALING WITH CHANGE

& LETTING GO OF FEAR

LESLIE F. HALLECK
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CHANGE
can be scary.

C H A N G E

Unhappy employees are costly. Poor morale can destroy teams, erode profit and ultimately destroy your business (AND YOUR LIFE).

Change can be the best catalyst for positive growth...
Especially if you control it...

Change you DON’T control can also provide the friction you need for positive growth...
– if you control your reaction

FEAR:

Loss of Independence
& Autonomy:

TRAPPED
PARALYZED
SMOTHERED
OVERWHELMED
NO CONTROL

How Does it Manifest?:

Commitment Avoidance

Control Freak

Bad Delegator/Team player

FLIP THE FEAR:

BE YOUR OWN BOSS

FEAR:

Isolation/Separation

REJECTION
ABANDONMENT
UNWANTED
UNRESPECTED

How Does it Manifest?:

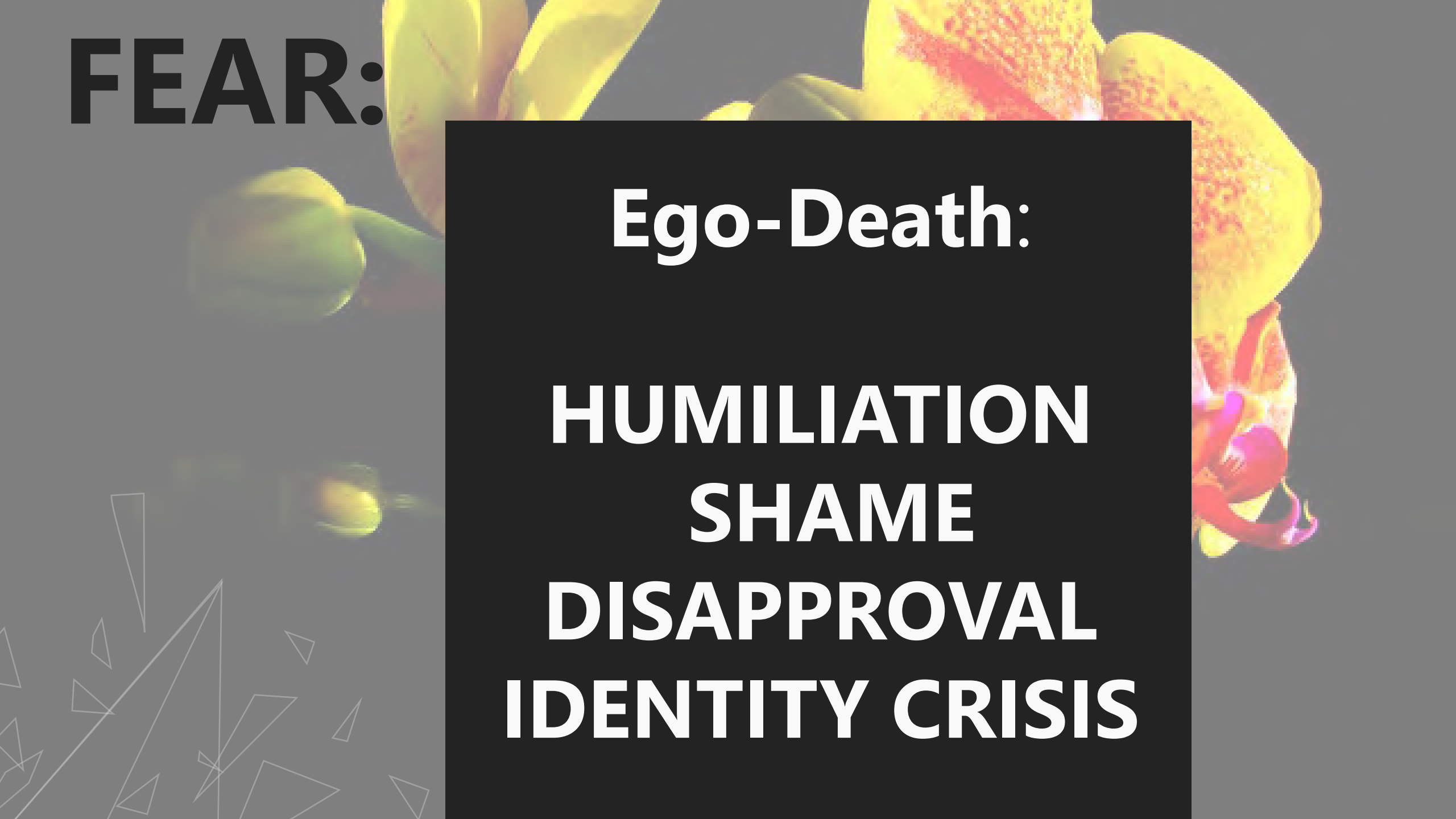
YOU DON'T DEMAND YOUR VALUE

FLIP THE FEAR:

PUBLISH OVER PERFECTION

YOU ARE YOUR COMPETITION

FEAR:



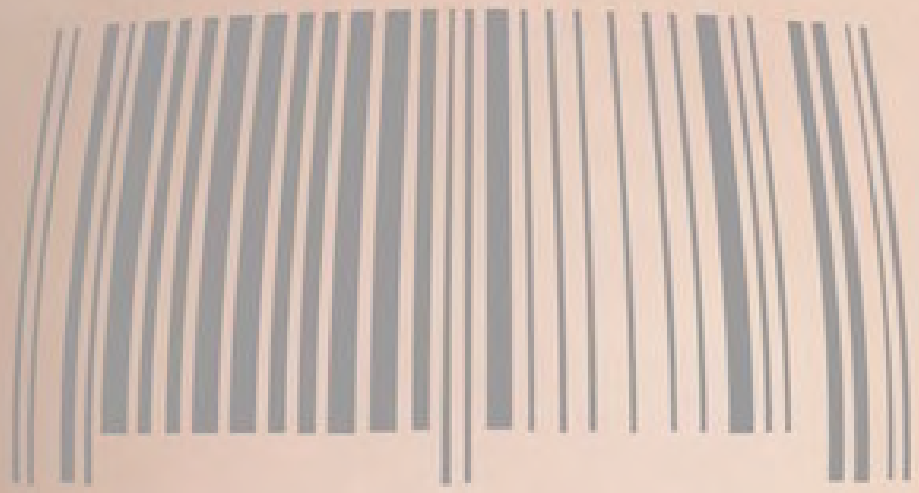
Ego-Death:

HUMILIATION
SHAME
DISAPPROVAL
IDENTITY CRISIS

How Does it Manifest?:

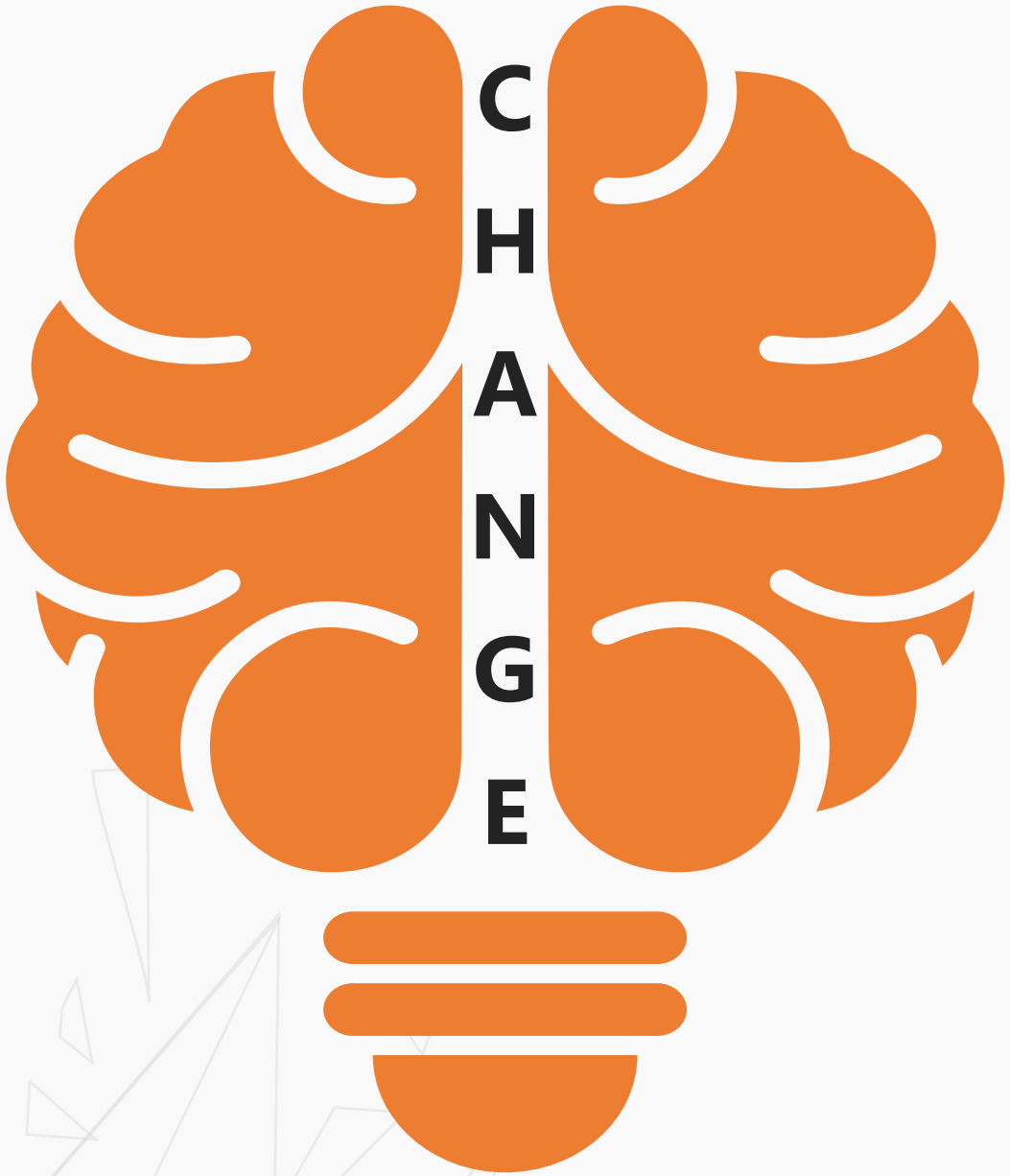
Superiority Complex
Ideology Addiction
Conformity
Lack of Empathy

ATTACHMENT



TO AN IDENTITY
CAN BREED PARALYSIS

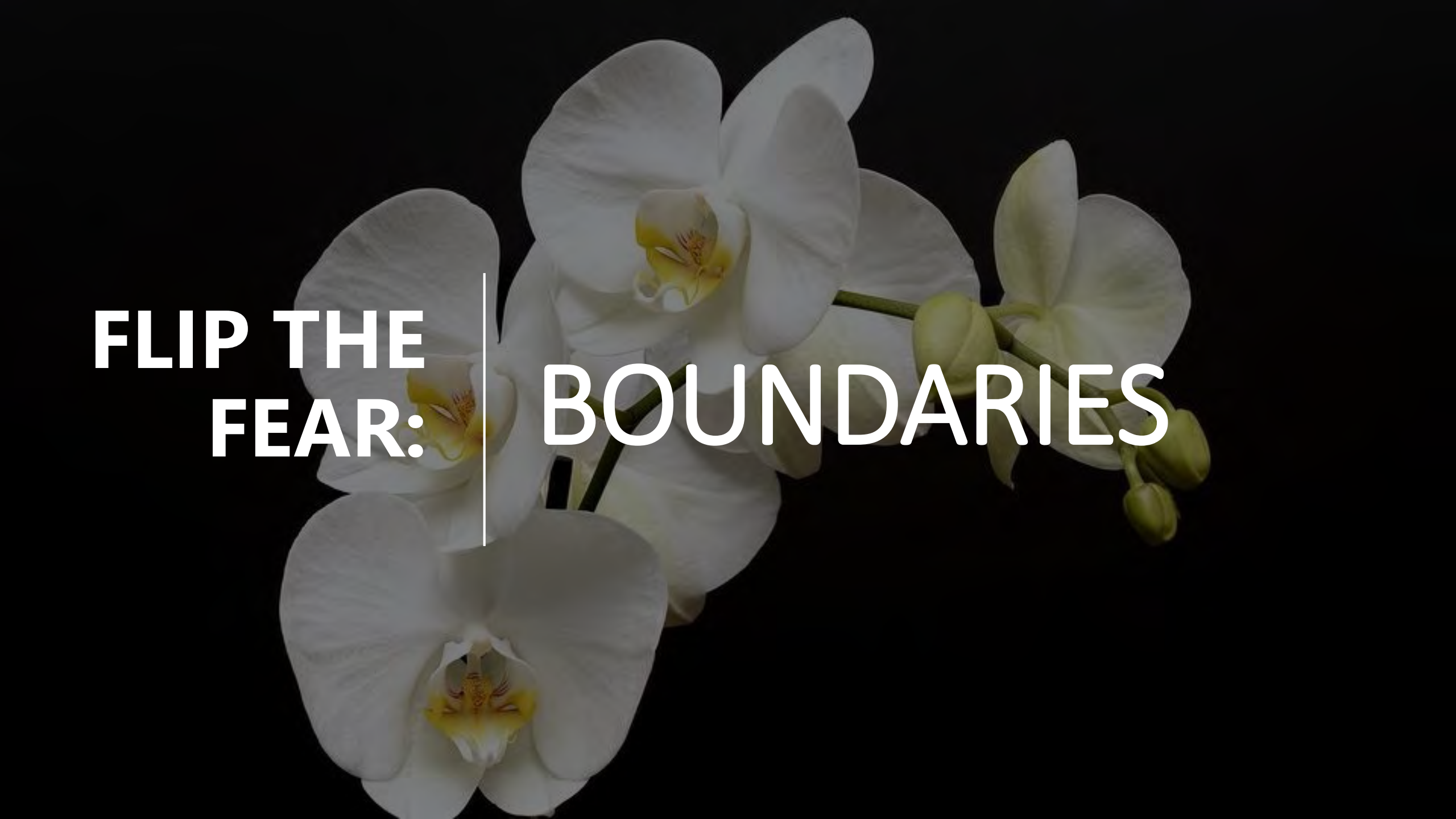
Don’t listen to the stories other people tell about you…or you just might believe them.



RELEASING ATTACHEMENT

...

To EGO + IDENTITY


FLIP THE FEAR:
BOUNDARIES

SELF-AWARENESS

SELF-ACTUALIZATION

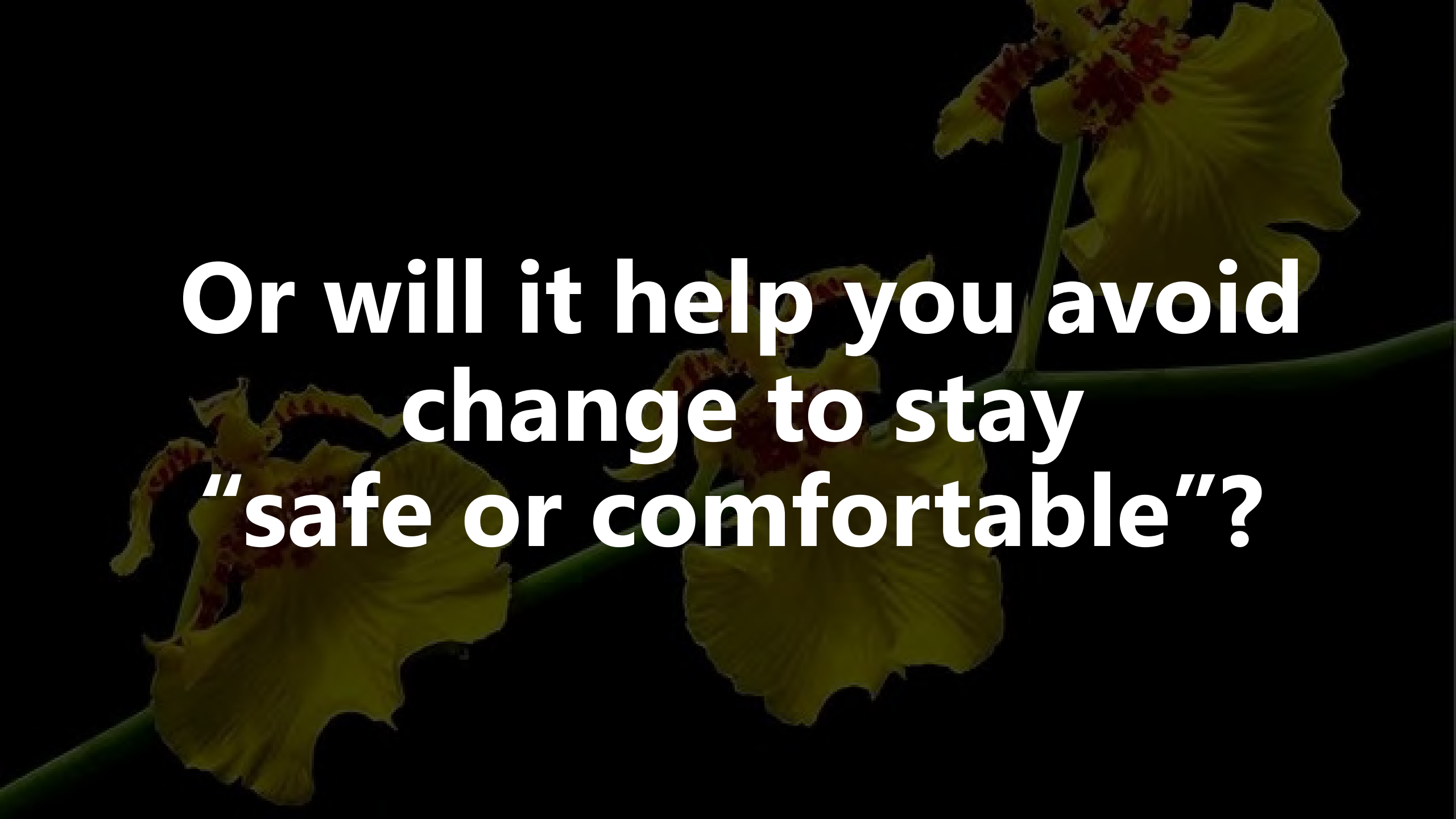
SELF-REFLECTION

DECISION TIME

DECISIONS...
Push you forward in growth and success...

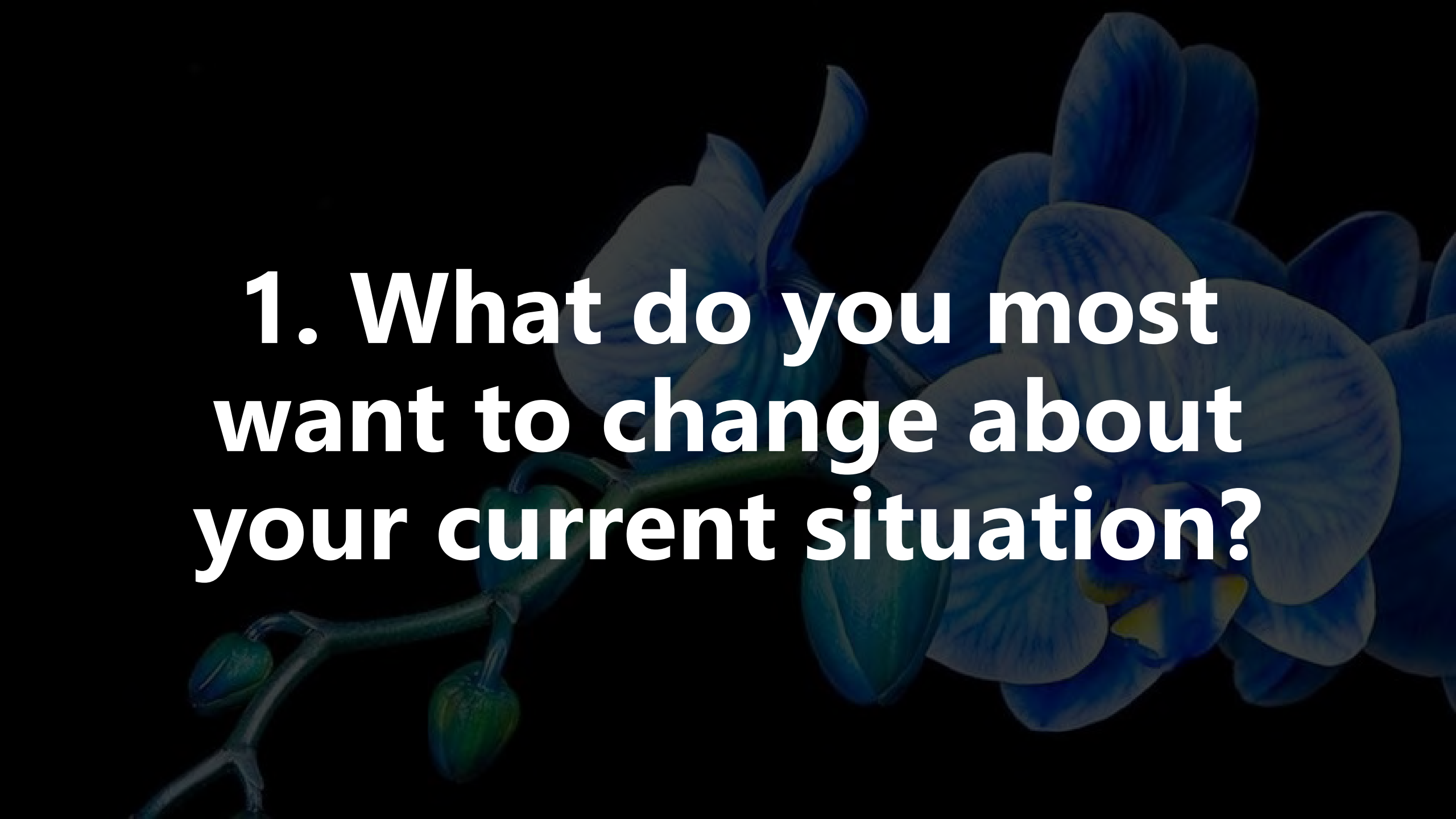
...or hold you back in
escapism or avoidance.

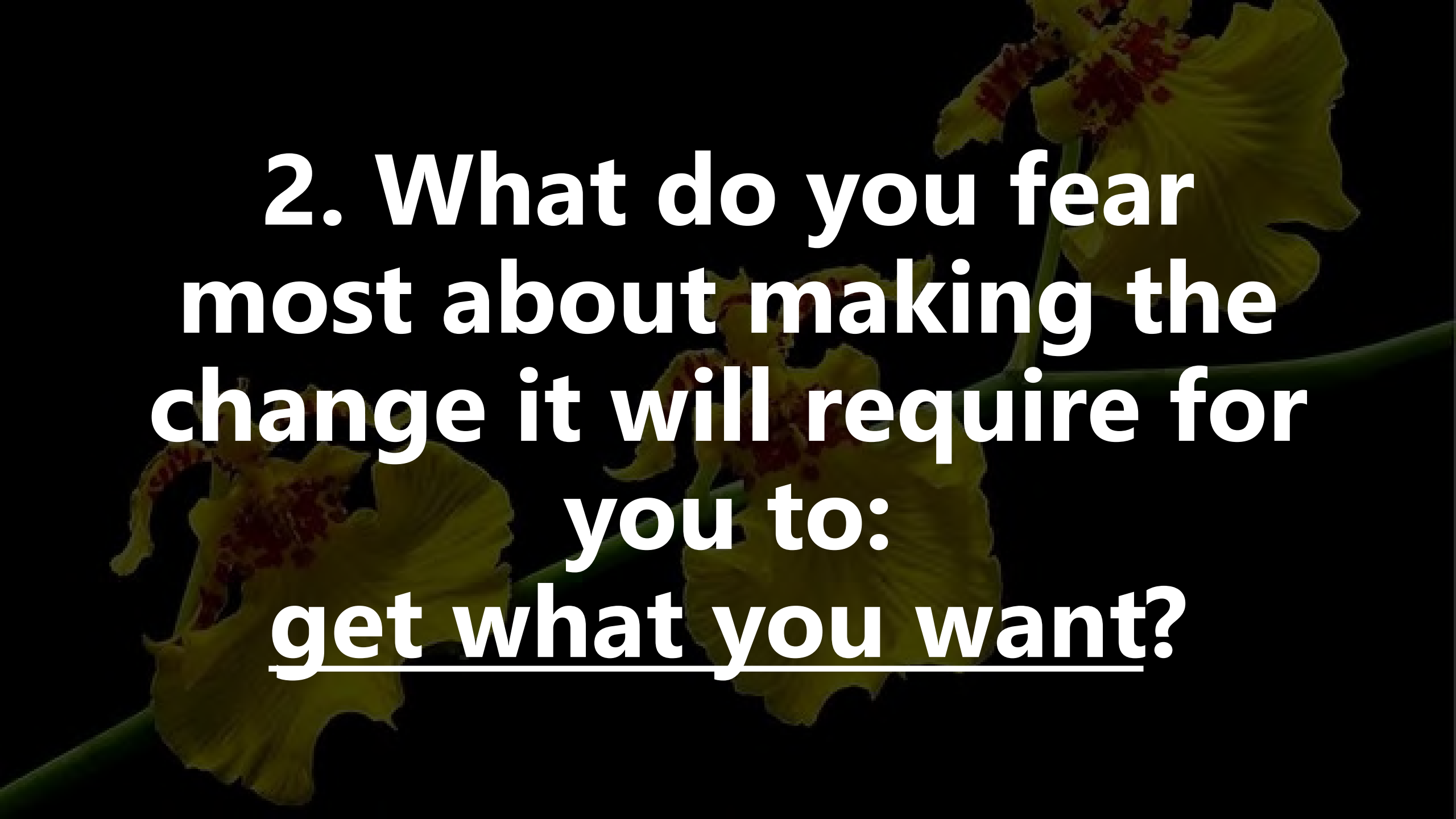
Will your decision advance your growth and goals?


Or will it help you avoid
change to stay
“safe or comfortable”?

GOALS

WHAT DO YOU WANT TO CHANGE?


1. What do you most want to change about your current situation?


2. What do you fear most about making the change it will require for you to:
get what you want?

CHANGE = FEAR

WHAT YOU WANT = CHANGE

FEAR = WHAT YOU WANT

My Mantra:
Freedom & Flexibility
RISK

ASK:
OR, Does this serve the identity I WANT?

Nor is caution synonymous with fear...

BE BRAVE!

RISK TOLERANCE:

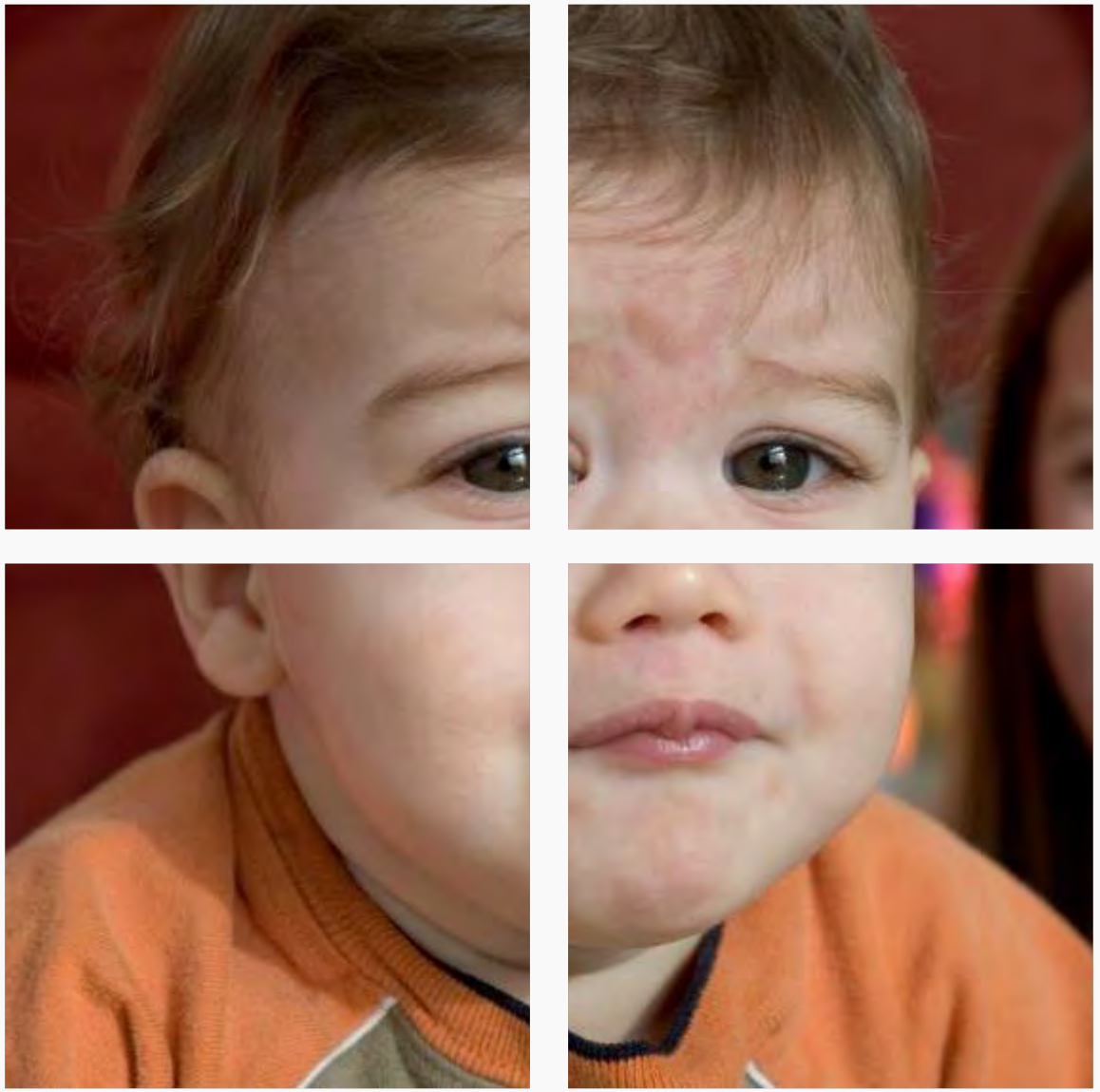
Err on the side of making decisions for growth versus avoidance.

SINK or SOURCE

OF NEGATIVITY OR POSITIVITY

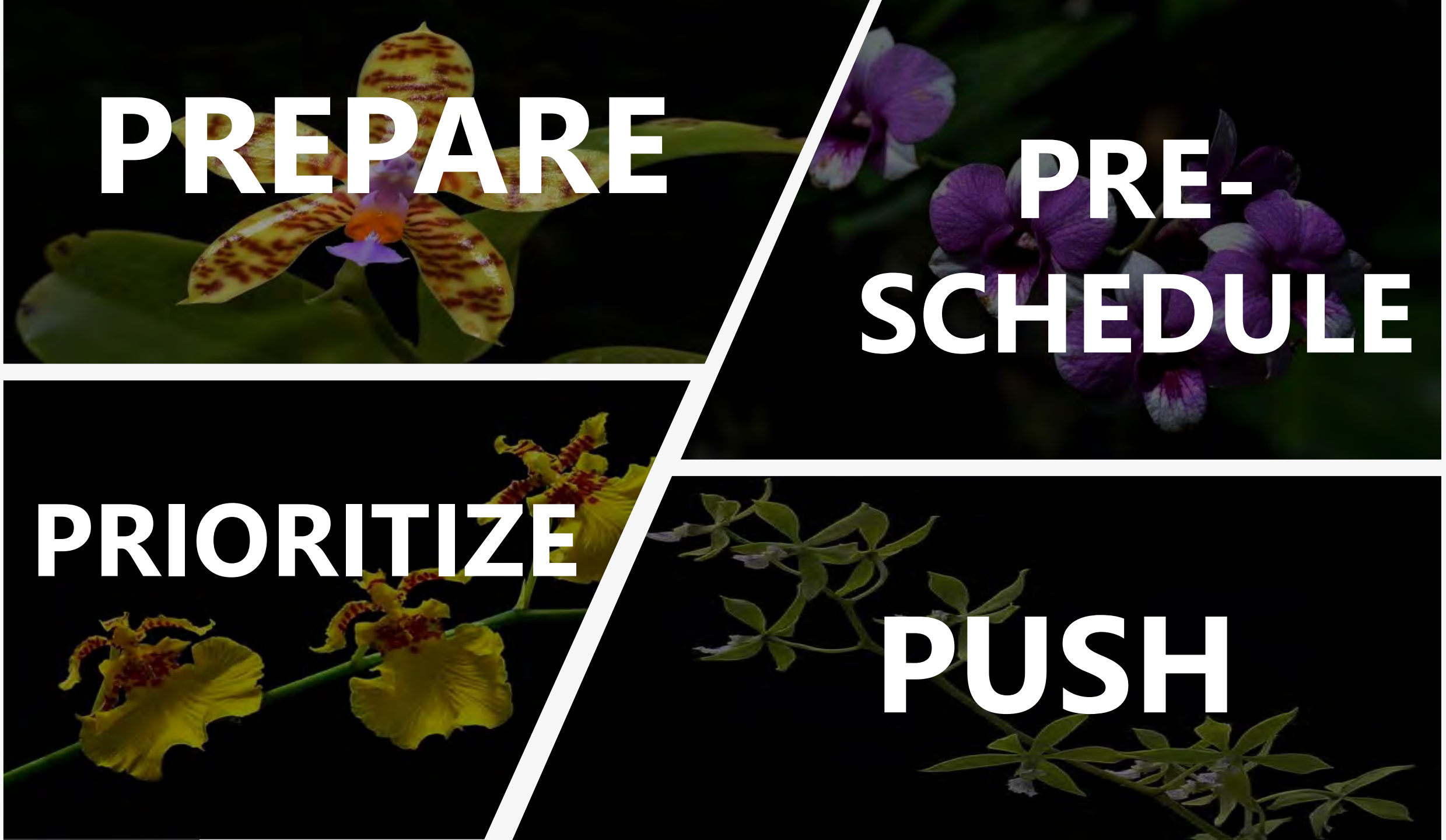
NOT YOUR JOB:
Babysit fragile egos
NOT YOUR RESPONSIBILITY:
Other people's insecurities
Job:
NICE?

It's
YOUR RESPONSIBILITY
to make a change for the betterment of your own life + CAREER UP!



NETWORKING is Collaborative

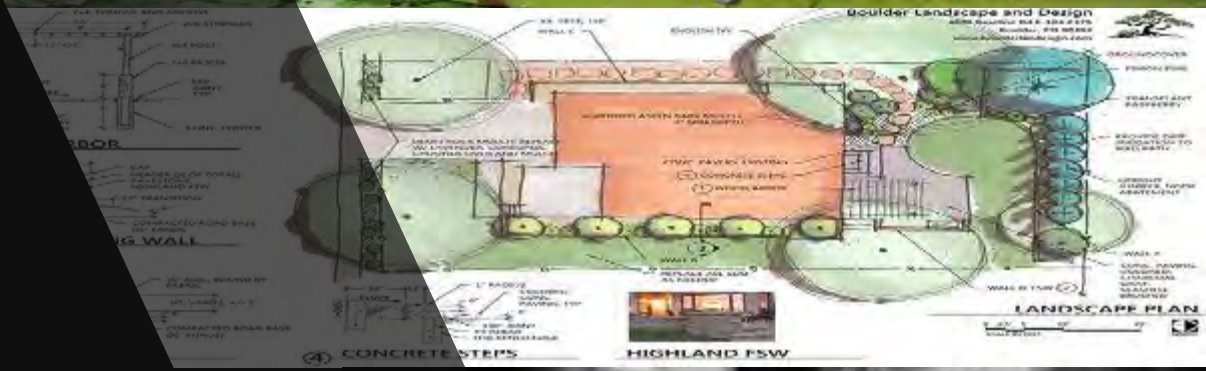
Build meaningful relationships


PREPARE
PRE-
SCHEDULE
PRIORITIZE
PUSH

PREPARE

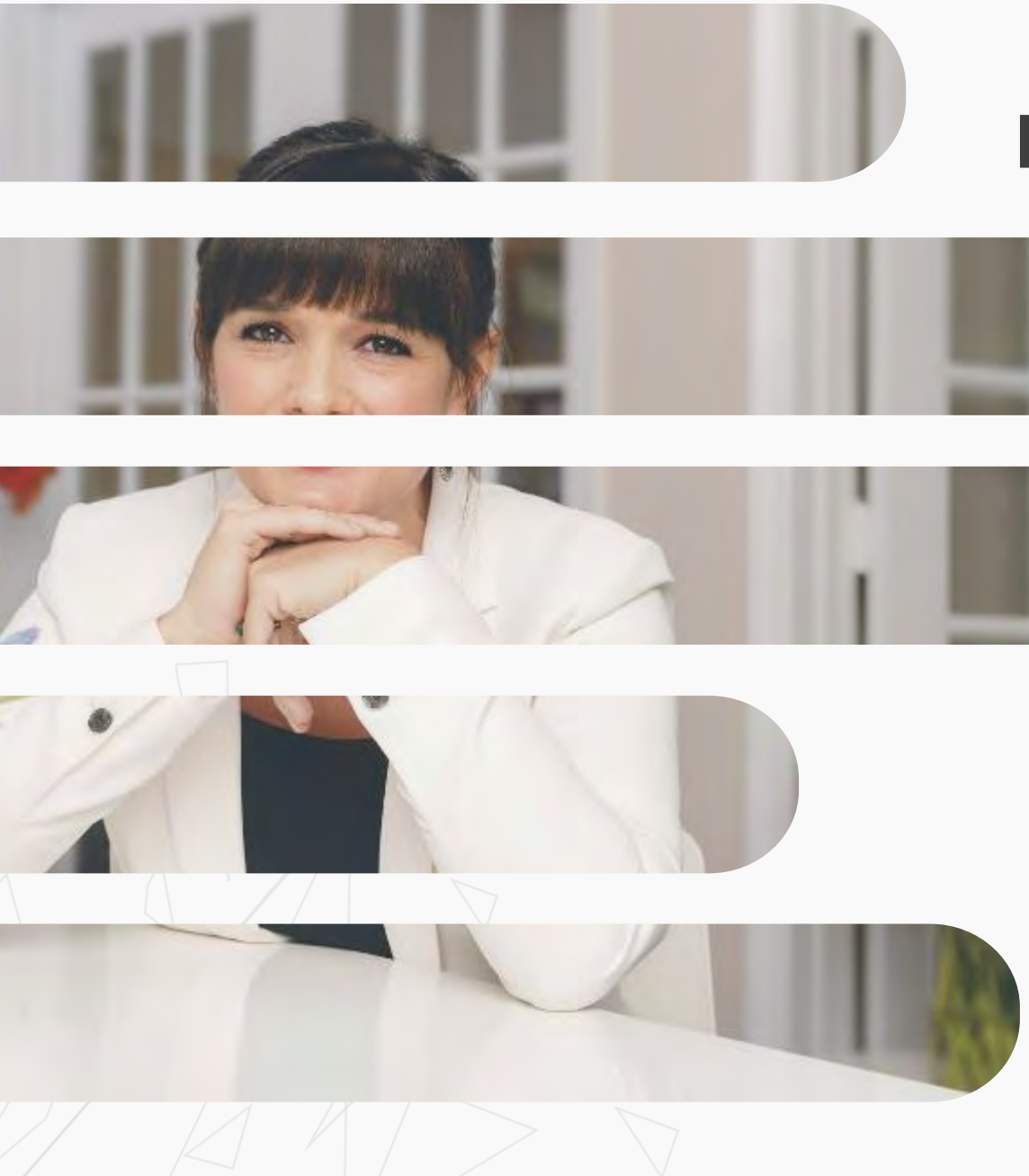
PRE-SCHEDULE

PRIORITIZE



PUSH YOURSELF

CHANGE IS a powerful creative force.



LESLIE F. HALLECK

HALLECK HORTICULTURAL, LLC

@lesliehalleck

www.lesliehalleck.com

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