UNLOCK YOU
COACHING

Becoming A Fearless Leader

How to use this exercise

Set aside 30–45 minutes in a quiet space. Work through each part in order. There are no right or wrong answers. Only honest ones. This exercise is for you.

Part 1 The Alter Ego

Think of a leader you genuinely admire — someone real or fictional — who moves through organizational chaos without shrinking. Someone who leads from a place of security rather than fear.

Their name	

Now reflect on how they operate. Answer these questions with them in mind:

> *What do they do when they don't have all the answers?*

> *How do they handle being caught between what the institution needs and what the team is feeling?*

> *How do they protect and advocate for their team even without formal authority?*

> *What would it look like if you borrowed just 20% more of their energy this week?*

Part 2 The Job Security Lift

Read this slowly, then take a breath before you write:

> *"Imagine your job is completely secure — guaranteed for the next three years regardless of what happens. What changes?"*

Fear shows up differently for each of us. It might look like staying quiet in a meeting, asking for more context than you need, over-explaining to get buy-in, or spending mental energy on worst-case scenarios instead of the work in front of you. Think about a recent situation where fear shaped how you showed up, in any of these ways or others.

Describe the situation briefly:

Now replay that moment as your secure, job-guaranteed self:

> *What would you have said or done differently?*

> *Where did fear take up space that could have gone to your leadership?*

> *What conversation, decision, or boundary would the secure version of you have moved on?*

Notice:

The gap between "fear you" and "secure you" is probably smaller than it feels. The secure version isn't a different person. She's already there.

Part 3 One Courageous Act

Based on everything you've explored above, identify one thing you could do differently in the next two weeks that would feel like the secure, leader version of you showing up.

It should be:

- Specific — a real conversation, decision, or boundary
- Slightly uncomfortable — but not overwhelming
- Yours — not what you think you should do, but what you actually want to do

MY ONE COURAGEOUS ACT

WHAT I'M COMMITTING TO

I will do this by (date):

What might get in the way:

How I'll handle it:

A note to close with

The leader you described in Part 1 isn't a fantasy. The version of you in Part 2 isn't hypothetical. They're both reflections of who you already are when fear steps aside. This exercise isn't about becoming someone new. Iit's about giving yourself permission to be more fully yourself.

Ready to go deeper?

If this exercise opened something up, I'd love to help you explore it. Coaching gives you a confidential space and a thinking partner to turn what you noticed into a clear next step. Reach out at **danah@unlockyoucoaching.com**.