



Youngpreneurs

KA220-YOU - Cooperation partnerships in youth



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Aim of the Module *“Overcoming Self-Doubt and Fear of Failure”*

This module is committed to overcoming self-doubt and fear of failure by developing resilience and self-confidence through practical tactics and mindset modifications.

Participants will discover ways to help overcome the internal barriers that can hold them back. By working on some perspective changes, it will allow them to meet obstacles head on.

The goal is to equip participants involved with skills to realise their full potential and pursue objectives with confidence.

Learning Outcomes



Make confident decisions based on self-belief and perseverance



Transform negative self-talk into positive affirmations



View setbacks as learning opportunities, promoting continued personal progress



Set reasonable goals and recognise accomplishments to stay motivated and make progress



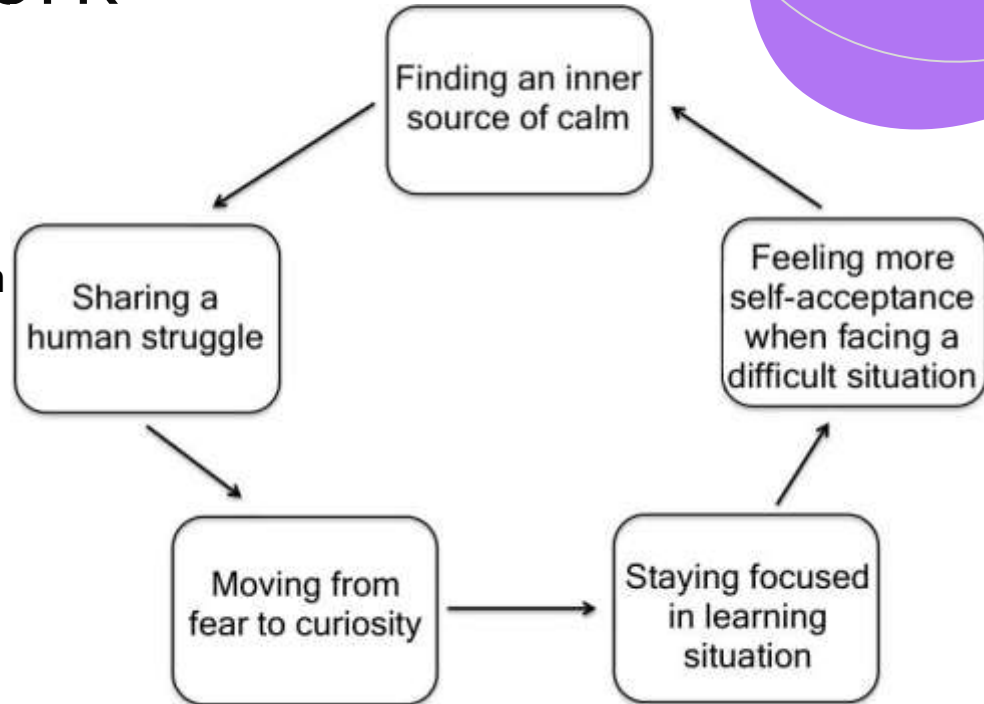
Key Learning Elements



Theoretical framework

1. Mindfulness-Based Stress Reduction

- Developed by Dr. Christian Moltu, Dr. Ingrid Dundas, and Aslak Hjeltnes (American Professor of Medicine)
- The study was centered a 8-week mindfulness-based stress reduction (MBSR) programme.
- The study aimed to cultivate awareness, acceptance, and stress management skills.
- **Five main themes emerged from the analysis**





Finding an Inner Source of Calm: Experiencing a sense of calmness and inner peace through mindfulness practices, such as gentle stretching and awareness of breath.

Sharing the Human Struggle: Realising that you are not alone in your challenges.

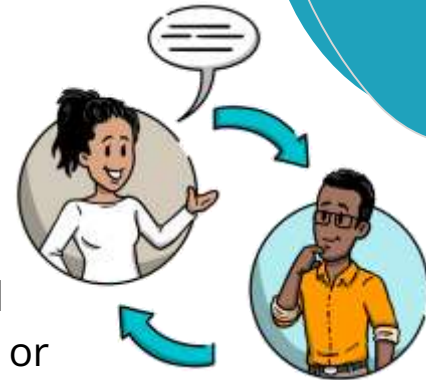
Staying Focused in Situations: Mindfulness techniques help stay focused and calm, like focusing on the breath to manage anxiety.

Moving From Fear to Curiosity: Explore new approaches, like shifting away from catastrophic thinking and toward a more balanced and self-directed approach to find appreciation for the learning process and less concern about performance expectations.

Feeling More Self-Acceptance When Facing Difficult Situations: Discovering the ability to acknowledge difficulties and anxious feelings without judgment or self-criticism.



2. Cognitive Behavioral Techniques



Reframing Negative Thoughts:

- Negative ideas can be reframed with the use of cognitive-behavioral techniques (CBT). This involves identifying and challenging irrational or harmful thoughts and replacing them with positive, realistic ones.

Addressing and Overcoming Fears:

- CBT is a useful tool to address and overcome fears of failing and self-doubt. By examining the root causes of these fears, we can develop strategies to manage and reduce their impact.

Building Positive Thought Patterns:

- Positive and constructive thought patterns are substituted for negative ones through this process. This shift in thinking helps us view challenges as opportunities for growth rather than immovable obstacles.



Exposure Therapy as a CBT

- Gradually confronting the things that frighten you in a controlled manner, might help entrepreneurs become less sensitive to the anxiety that comes with failing.
- As a result of this, the fear reaction becomes less intense over time, which makes handling similar circumstances in the future simpler.



3. Appreciate Your Abilities

We sometimes treat ourselves as if we are imposters. Despite our previous external achievements, it is the failure to absorb their accomplishments that leads to continuous self-doubt and dread of not being enough. There are certain steps you may take to break free from this.



Stepping Stones

According to Dr. Adam M. Persky, in his study "*Intellectual Self-doubt and How to Get Out of It*", these are some methods to work on our fears and worries.

1. **Step 1:** Recognise and address what is causing that feeling by breaking the silence and recognising its existence.
2. **Step 2:** Distinguish between emotions and actual facts, understanding that feeling inadequate does not imply being inadequate.
1. **Step 3:** Recognise when self-doubt is appropriate, realising that doubts are natural and distinguishing when they are justified.
1. **Step 4:** While managing perfectionism, emphasise positive features, realise the value of quality over quantity, and learn to forgive oneself for unavoidable mistakes.

4. Importance of Building Resilience

Entrepreneurs that possess resilience are able to overcome obstacles and stay inspired. According to the Journal of Business Venturing, long-term performance is significantly influenced by resilience. Developing a strong sense of purpose and persevering in the face of adversity are key components of building resilience.

A big part of developing the mental fortitude required is via asking for criticism, establishing realistic expectations, and maintaining a positive mindset. These exercises help succeed in the area.

5. Goal Setting and Planning

Goal Setting:

- Setting clear, achievable goals helps in building confidence and reducing fear of failure.
- Regularly reviewing and adjusting goals based on progress helps maintain motivation and provide a sense of accomplishment. This approach helps in creating a structured path to success, reducing the overwhelming nature of large tasks.

Planning:

- Breaking down large tasks into smaller steps makes them more manageable. Entrepreneurs should set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals to ensure clarity and focus.



6. Positive Affirmations

Using positive affirmations can improve self-esteem and combat negative self-talk. Regularly affirming one's abilities reinforces a positive self-image (Source: Journal of Personality and Social Psychology). A routine of daily affirmations boosts the confidence and reinforces the belief in your abilities.

Affirmations can be tailored to individual strengths and goals, helping to stay focused and motivated. This practice should also serve as a reminder of past achievements and the potential for future success.

**ONE
DAY
AT A
TIME**



7. Peer Support and Mentorship, and Inspiration

- Creating a network of encouraging peers and mentors is essential for overcoming self-doubt since it offers support and useful guidance (Source: Journal of Business Research). Exchanging experiences and obstacles, can foster a sense of camaraderie and reciprocal assistance.
- Identifying and absorbing knowledge from role models or mentors also offers motivation and useful techniques. In order to show that success is attainable even in the face of adversity, these people can provide instances of their experiences and inspire to keep going.



Case Studies



Case Study 1 - Sara Blakely - Founder of Spanx

<https://www.masterclass.com/articles/sara-blakely-founder-of-spanx>



Case Study Qs

- Q1: How did Sara Blakely's background and early experiences contribute to her ability to overcome self-doubt and fear of failure as an entrepreneur?
- Q2: What specific strategies did Sara Blakely employ to maintain confidence and resilience during the initial stages of Spanx's development?
- Q3: How did Sara Blakely navigate setbacks and failures in the early years of Spanx, and what lessons can entrepreneurs learn from her approach?
- Q4: In what ways did Sara Blakely leverage her network and seek support to overcome challenges, particularly related to gender biases in the fashion industry?



Case Study 2 - Indra Nooyi - Former CEO of PepsiCo

<https://www.womenshistory.org/education-resources/biographies/indra-nooyi>



Case Study Qs

- Q1: How did Indra Nooyi's background and upbringing influence her approach to overcoming self-doubt and fear of failure in her professional life?
- Q2: What specific strategies did Indra Nooyi implement to maintain her confidence and resilience while leading PepsiCo through significant transformations?
- Q3: How did Indra Nooyi handle setbacks and criticism during her tenure at PepsiCo, and what can entrepreneurs learn from her methods?
- Q4: In what ways did Indra Nooyi leverage mentorship and her professional network to overcome challenges, particularly those related to gender and cultural biases?



Activities



Activity – Fear to Fuel: Transforming Challenges into Opportunities

Objective: To help participants identify their fears and transform them into motivating factors that fuel their entrepreneurial journey.

Preparation Phase:

Materials Needed:

- Sticky notes or index cards
- Markers or pens
- A large board or wall space for posting notes

Group Arrangement:

- Participants are divided into small groups (3-5 people per group).



Activity – Fear to Fuel: Transforming Challenges into Opportunities

Implementation Phase:

Identifying Fears (15 minutes):

- Each participant writes down three specific fears they have related to their entrepreneurial journey on separate sticky notes or index cards.
- Examples: fear of public speaking, fear of financial loss, fear of rejection, etc.

Sharing and Categorizing (15 minutes):

- Within their groups, participants share their fears and place the sticky notes on a large board or wall.
- The group works together to categorize the fears into broader themes (e.g., financial fears, social fears, performance fears).

Activity – Fear to Fuel: Transforming Challenges into Opportunities

Transforming Fears (20 minutes):

- Each group selects one fear from each category and brainstorms ways to transform these fears into motivating factors or opportunities for growth.
- They can use strategies discussed in the module, such as reframing negative thoughts, setting realistic goals, and seeking mentorship.
- Groups write down their transformation strategies on new sticky notes and place them next to the corresponding fears on the board.

Group Discussion (15 minutes):

- Groups come together for a larger discussion facilitated by the instructor.
- Discuss how the process of identifying and transforming fears felt and any insights gained from the activity.

Personal Reflection (10 minutes):

- Participants write a short reflection on what they learned about their fears and how they plan to use this knowledge moving forward.

Activity 2 – Entrepreneurial Storytelling Challenge

Objective: Build confidence and creativity by collaboratively creating and presenting a story about overcoming entrepreneurial challenges.

Steps:

1. **Rearrange teams in same size groups.**
2. **Distribute Scenario Cards:** Each team receives a scenario card detailing a specific entrepreneurial challenge (e.g., launching a new product, facing a major setback, securing funding, dealing with competition).



Activity – Entrepreneurial Storytelling Challenge



3. Story Creation: Teams have 15-20 minutes to create a story based on their scenario. The story should include:

- The main character (entrepreneur)
- The challenge they face
- The doubts and fears they encounter
- The strategies they use to overcome these doubts and fears
- The outcome and what they learn from the experience

4. Creative Elements: Encourage teams to be creative. They can incorporate elements like humor, drama, or plot twists. They can also draw simple illustrations or diagrams.

5. Presentation: Each team presents their story to the group in a fun and engaging manner. Teams can act out parts of the story, use props, or simply narrate it in an interesting way.

Scenario Cards



Scenario 1: The Unexpected Opportunity

- **Background:** You are a young entrepreneur with a small tech startup. One day, you receive an email from a major corporation interested in collaborating with your company. This could be a turning point for your business, but the timeline is tight, and the stakes are high.

Scenario 2: The Product Launch Failure

- **Background:** After months of hard work, you launch a new product that you believed would be a game-changer. However, the launch is a disaster – low sales, negative feedback, and technical issues.

Scenario 3: The Pivot

- **Background:** Your initial business idea isn't gaining traction. After extensive market research, you realize there's a better opportunity in a different direction. You decide to pivot your business model.

Scenario 4: The Personal Sacrifice

- **Background:** Balancing personal life and entrepreneurial ambitions has been tough. To secure funding for your startup, you need to make a significant personal sacrifice – selling your car, moving to a smaller apartment, or spending less time with family.

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Our Partnership

This is a subtitle that can be edited



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