



SUMMARY:

Following an excerpt from Gary Haugen's Summit talk, Bill Hybels sits down with business executive Kim Simios to discuss the challenges that leaders face when experiencing fear. Their conversation focuses on helpful insights about ways leaders can identify the root causes of their fears, minimize risks and approach the possibility of failure with a learning mindset.

KEY TAKEAWAYS:

- Nothing undermines the power of a promising leader like fear.
- Fear is the silent destroyer of dreams.
- Burrowing down, journaling and naming the precise nature of your fear is good internal self-leadership work.
- Fear tends to intensify when people are:
 1. Entrusted with a new initiative
 2. Given bigger jobs
- Bill does two things on a daily basis:
 1. Reads a passage from God's Word
 2. Journals
- Some of the best leadership calls Bill has made are when he said "no."
- Bill doesn't take on a significant risk without having an abundance of counselors.
- If Bill is in a lot of risky situations at work, he likes to reduce risk at home.
- Failures can be positive because they generate growth. Try to gain some kind of learning from every failure.
- Bill has taken many lessons from the failure of the *Willow Magazine*.
- Bill tries to do autopsies after failures. He says, "There's got to be three lessons we can learn out of each one."
- In the culture of Willow Creek Community Church, when someone fails there is a phrase, "What did you learn?"
- Two guardrails for cultures with a healthy view of failure:
 1. Have a certain number of failures to optimize learning
 2. But not so many that it indicates a lack of planning or discernment

REFLECTION QUESTIONS:

1. In the clip, Gary Haugen described the internal work he did to identify the source of his fear. Bill Hybels affirmed the importance of gaining that self-awareness. Take some time right now to reflect on the situation you are facing that is causing you to fear. Write it down below.

My fear is: _____

2. Researchers have identified three primary sources of fear: 1) Safety and Security; 2) Ability and Confidence; and 3) Approval and Acceptance. As you reflect upon your fear, which of the sources resonates most deeply with you as the barrier that is holding you back?
3. If it would help you, reflect on the following Scriptures to get God's perspective on fear.

[Philippians 4:6-7](#)

[John 14:27](#)

[Psalm 23:4](#)

[Matthew 6:34](#)

[Luke 12:22-26](#)

[Psalm 55:22](#)

[Isaiah 41:13](#)

[Psalm 46:1](#)

4. Identify one next step that can you take this week to address the barrier you are facing. Make a plan to move forward despite your fear.



RESOURCES MENTIONED:

[IJM \(International Justice Mission\)](#)

[U.S. Department of Justice](#)

[Heather Larson](#)

[Steve Carter](#)

[Tech Bubble 2000](#)

[9/11](#)

[E-Y \(Ernst & Young\)](#)

RELATED LINKS:

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[The Global Leadership Summit](#)