

# Working In An Organizational Culture of Fear

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## Introduction

- ❖ What is culture/climate of fear?
- ❖ Multiple factors for employees to have workplace fear
- ❖ What workplace fears do you have?
- ❖ To bring awareness to organizational culture of fear

## Identifying a Fear Based Culture

- ❖ Not comfortable speaking out
- ❖ Leaders are micromanaging
- ❖ One way communication



## Further information

- ❖ Greenleaf.org
- ❖ 3 Ways to eliminate fear based work culture (fierce inc)
- ❖ 10 Unmistakable signs of a fear-based workplace (Forbes)

## Reality

- ❖ Types of workplace fear



## Results

- ❖ Debilitating employees overall performance
- ❖ Stifles workplace creativity
- ❖ Hinders morale
- ❖ Decreases employees trust, willingness to speak up and be innovative
- ❖ Ensures employees never reach their full potential



## Conclusions/Solutions

- ❖ Workplace culture of fear is REAL!
- ❖ Know your VOICE and be authentic
- ❖ Know your organizational culture
- ❖ Your position: empower others
- ❖ ERG's/Infinity groups
- ❖ Ask questions
- ❖ Know your worth
- ❖ Mentors



## Acknowledgments

Malala Yousafzai - *I raise up my voice, not to shout but so that those without a voice can be heard...*