

MINDSET FITNESS

# 5 STEPS TO SELF-HANDICAPPING

DISCOVERY

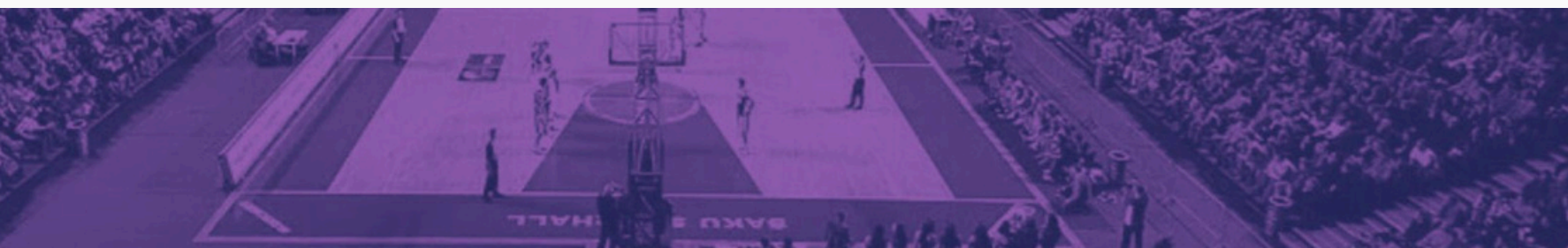
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# PROBLEM:

Many managers and employees face invisible obstacles that limit their potential and prevent success. Fear of failure or even success can become a greater obstacle than the external environment itself, inhibiting both individual and team development.

This kind of self-handicapping, where risks are avoided, decisions are postponed or less effort is put in, can lead to fatigue and burnout and undermine the potential of the entire organization. This reduces team effectiveness, lowers customer satisfaction, and inhibits overall performance, so it's important to uncover these obstacles.



# KERDU LENEAR

## MINDSET FITNESS FOUNDER:

As a former professional basketball player, I know exactly the role that mental muscle strength plays in achieving success. Top athletes do not reach the top only through physical training, but mental strength is just as important. It's not just an Olympic athlete's privilege—everyone can learn how to achieve bigger goals and better results by exercising their thinking muscle.

While researching my master's thesis, I discovered the influence of unconscious fears and thus the manifestation of self-handicapping, which inhibits success in a professional career. My 5-step strategy helps you discover self-resistance and thereby make other decisions that lead to new results.

# A SCIENCE-BASED SOLUTION:



## Identifying fears

The training helps participants identify and understand their unconscious fears that can inhibit their performance and prevent them from moving forward. Achieving this awareness is the first step to overcoming self-handicapping..



## Self-handicapping discovery

The training provides participants with practical strategies to overcome self-blocks that lead to avoidant behavior and prevent risk-taking. This allows them to take steps that support personal and team development.



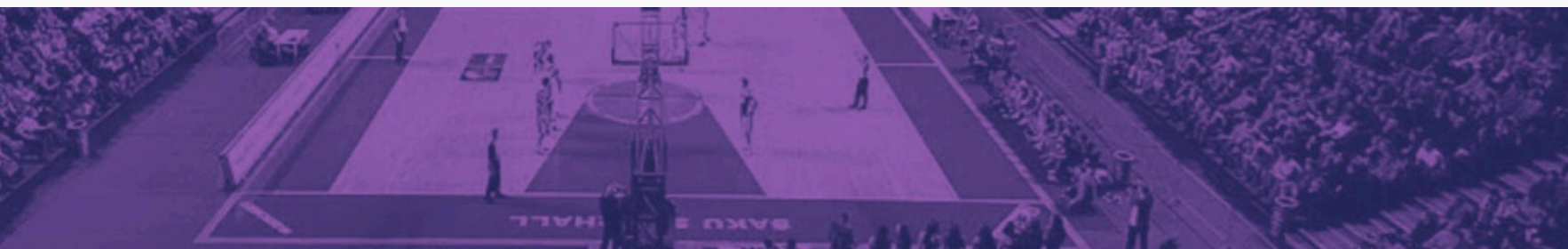
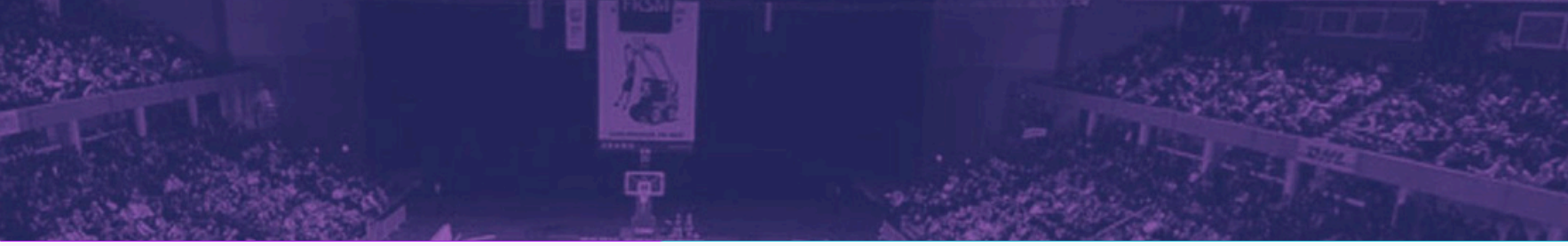
## Development of the decision-making process

The training focuses on how fears can affect professional decisions and teaches participants how to make better, more confident decisions even in difficult situations. This helps to increase the effectiveness of teamwork and the overall performance of the organization.



## Building self-awareness

Participants will learn how to develop a positive mindset and increase self-awareness, which will help them turn self-handicapping to their advantage. This approach helps increase their ability to manage themselves and others, raising the potential of the entire team and improving customer satisfaction.

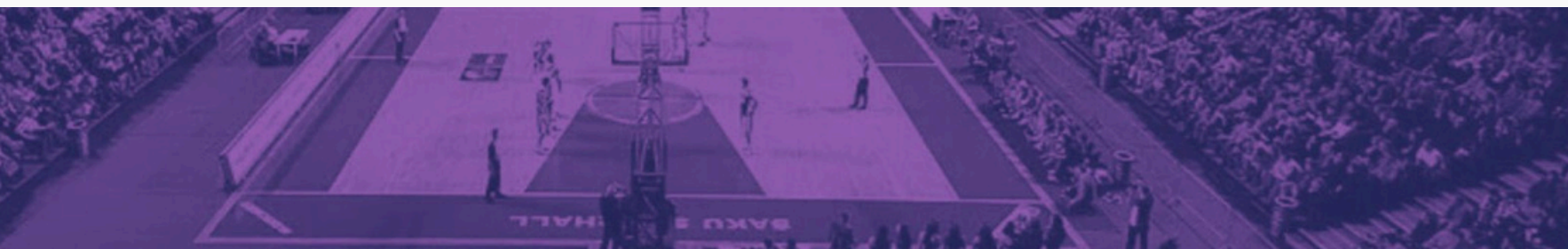
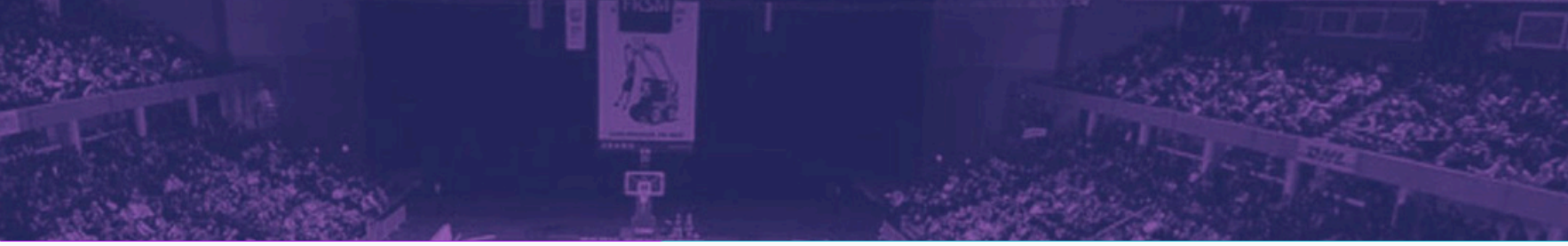


# FEEDBACK:

MARGOT LELLE - HEAD OF B2B ICT SOLUTIONS DELIVERY AND OPERATIONS AT TELIA

TAGAST

"I believe this topic is extremely important and can help everyone become more self-aware and develop the ability to overcome fears. However, it would be especially beneficial for leaders who handle large projects, make critical decisions, and bear significant responsibilities, as they can also guide their teams more effectively. I think this training will teach you to observe and understand both yourself and others, enabling you to act more consciously in future situations."



# FEEDBACK:

PRIIT VALK - TOP EXECUTIVE, ENTREPRENEUR, FINANCIAL LITERACY ENTHUSIAST

Understanding self-handicapping and conducting self-analysis based on it is incredibly useful, not only in leadership but in all areas of life. For leaders, it provides a better understanding of their employees and offers an additional tool to help their team identify areas for growth. Through self-analysis, I discovered simple ways to increase my effectiveness and uncovered an issue I hadn't been aware of for a long time. Normally a quick decision-maker, I found that in some situations, I took more time than usual to make decisions by breaking down complex topics to understand them fully, rather than trusting experts' opinions and moving forward quickly. I've attended many workshops, but the self-handicapping workshop gave me the opportunity to reflect more on myself, rather than just gaining another set of knowledge without practical application.

# RESULTS:



## Detecting and spotting self-handicapping

You will learn to identify signs of self-obstruction in your daily work, such as postponing decisions, risk avoidance and lack of commitment, which can inhibit your professional development. You will become aware of how these unconscious behavior patterns affect your professional performance.



## Identifying fear of success and fear of failure

You will discover how fear of success and fear of failure can manifest in your work, preventing you from realizing your full potential. You'll learn how these fears can lead to avoidant behavior and prevent you from taking the necessary steps to reach your goals.



## Creating psychological safety

You will get an overview of the factors that create or damage psychological safety in an organization. You will learn how a lack of psychological safety can inhibit innovation and team performance.



## Improving management skills

You will learn how as a leader to support your team in overcoming their fears and unlocking their full potential. You will get practical tips on how to turn self-obstacles to your advantage, creating a stronger and more effective team.



# TRAINING CONSIST:

**LENGTH: 1.5-2 HRS**  
**ON-SITE, ONLINE OR HYBRID**  
IN GROUP OR INDIVIDUAL

## PART 1

### SELF-HANDICAPPING

Scientifically proven theory based on master's thesis  
the influence of the subconscious in professional careers  
the difference between fear of failure and fear of success

- an explanation of self-handicapping and its impact in professional careers and organizations

## PART 2

### STOP TECHNIQUE

Practical part 1

- 5-step strategy for uncovering fears and self-handicapping individual or with a discussion (as desired)



# OUR CLIENTS:



RAHANDUSMINISTEERIUM



MINDSET FITNESS

FURTHER FASTER TOGETHER  
**THANK YOU!**

EMAIL :

[KERDU@MINDSETFITNESS.EE](mailto:KERDU@MINDSETFITNESS.EE)

SOCIALMEDIA

[@MINDSETFITNESS.EE](https://www.instagram.com/MINDSETFITNESS.EE)

PHONE

+37259129188

WEBSITE

[MINDSETFITNESS.EE](https://www.MINDSETFITNESS.EE)

[WWW.MINDSETFITNESS.EE](https://www.MINDSETFITNESS.EE)