



IWIRC  
@INSOL23

Tokyo

IWIRC  
30  
YEARS

# The Fear Factor: Recognizing and Managing Fear in the Profession

September 14, 2023 | 10:15-11:15 JT



**Karen Fellowes**

Stikeman Elliott  
*Western Canada*



**Nastascha Harduth**

Werksmans  
*Southern Africa*



**Helen Wang**

Carey Olsen  
*Singapore*



**Tiffany Wong**

Alvarez & Marsal  
*Hong Kong*

# Polling Questions

- 1) **Rejection and Social Acceptance:** We have an evolutionary need for acceptance and validation from others. If you are criticised do you have feelings of rejection and exclusion from the group?
- 2) **Self-Worth and Identity:** When someone questions your abilities or worth, does it trigger self-doubt and shake the foundation of your self-identity?
- 3) **Fear of Failure:** Do you see failure as something negative, rather than an opportunity for growth and learning?
- 4) **Perfectionist:** Is perfectionism a driving force behind your fear of not being good enough?
- 5) **Negative Feedback:** Humans are wired to pay more attention to negative feedback as a survival mechanism. Negative feedback can have a stronger impact on our emotions and self-perception compared to positive feedback. Do you find yourself often reinforcing the belief that you are falling behind or are inferior to your peers?
- 6) **Vulnerability and Shame:** Being vulnerable and putting oneself out there can be intimidating. Do the potential of feelings of shame and inadequacy, make you hesitant to taking risks or try new things?

# Issues for Discussions

- 1) Do we have to conquer our fear to succeed in the profession?
- 2) Is "fake it till you make it" a real solution?
- 3) What do you think about the statement "Never admit weakness. Never let them see you sweat."
- 4) Even good practitioners make mistakes, can you tell us one mistake you made and how you dealt with it?
- 5) Tips from panellist on how you address fear

# Reading Materials

- ▶ Leading Through Anxiety by Morra Aarons-Mele on Harvard Business Review at [Leading Through Anxiety \(hbr.org\)](#)
- ▶ Seriously, grads: Don't be afraid on The Harvard Gazette at [Class Day speaker Larry Wilmore warns grads against power of fear - Harvard Gazette](#)
- ▶ 12 Successful women on imposter syndrome and self-doubt at [Imposter Syndrome: Best celebrity quotes on self-doubt \(stylist.co.uk\)](#)
- ▶ Untangling Fear in Lawyering: A Four-Step Journey Toward Powerful Advocacy by Heidi K. Brown

## Contact details of Moderator and Speakers



Helen Wang  
Partner at Carey Olsen  
D: +65 6911 8083  
E: [helen.wang@careyolsen.com](mailto:helen.wang@careyolsen.com)



Karen Fellowes, KC  
Senior Counsel at Stikeman Elliott  
D: +1 403 724 9469  
E: [kfellowes@stikeman.com](mailto:kfellowes@stikeman.com)



Nastascha Harduth  
Director at Werksmans  
D: +27 11 535 8220  
E: [nharduth@werksmans.com](mailto:nharduth@werksmans.com)



Tiffany Wong  
Managing Director at Alvarez  
and Marsal  
D: +852 3102 2663  
E: [twong@alvarezandmarsal.com](mailto:twong@alvarezandmarsal.com)