

LEAP INTO HR CONSULTING



Your Fears About Consulting Part 1

Your fears about consulting

If only you could get out of the way of your own success.

How many people do I talk to, and I get frustrated because I can see their potential to be a consultant, and they would love to be one, but they are crippled by fear. So, my question to you is: what's your fear? What is your real fear about going into consulting?

I will share with you the summary of fears from other CIPD members, but I really don't want you taking these on board as your own fears or seeding doubts that didn't exist before reading this PDF.

One of the questions from the 2018 survey that I conducted was:

"What stops people going into consulting, even though they wanted to?"

Financial stability and sales

Many mentioned financial stability and their fears of having to get work for themselves. After all you are HR professionals not sales and marketing experts?

Fear of failure

Another fear was the fear of failure: how would that look to their colleagues at their current workplace and to their family and partner? It was about losing face. Does this worry you too ?

Loss of status

Some of the respondents said it was a loss of status; they've currently got this high-profile role, they've got power and status, they've got influence in a large organisation. If these are concerns of yours too, I can reassure you that you will get all these needs met by working with a variety of clients. You will have a greater influence, status, and high profile in the industry.

Support

For some it is a big mindset shift to go from having this larger “corporate” environment where you have support and resources that most small businesses dream of. As an HR professional it’s common to have other support functions doing the roles that in a small business you will learn to do yourself. This usually involves IT, finance, sales, and marketing.

The difference is that your business is a micro business and the support you need to run your business is readily available, often 24/7. The response times are often quicker, and the support staff are all highly trained in customer support.

Accountability

One of the other areas of fear is about accountability. There are many people that have a team of people to work with in the bigger corporate environments; they have a team of experts that support them and sometimes, (and I’m not saying this is true for everyone, but certainly for some people I’ve met), you can hide within a team. Your performance can be masked by the sheer enormity of the number of people involved in delivering things.

Being a consultant, you are hugely accountable for your actions, for your delivery. You must take responsibility, and that can be a potential fear for some people.

“I don’t have enough experience”.

Then of course you get the excuse (and I do call it an excuse):

“I haven’t got enough experience/I haven’t got enough knowledge yet ... when I’ve done this, I’ll consider it” or “When I’ve had that promotion...” or “Maybe I just need to do a master’s degree”, “Maybe I need to do a second master’s degree”.

It’s this fear of “I haven’t got enough knowledge or experience”, “Who’s going to listen to me”, all the classic symptoms of imposter syndrome, that is going to hold you back.

Read this



If you have been in HR for about **five years** you've probably had a lot of experience at an operational level, a very transactional level. You've probably dealt with a lot of employee relations issues, and you've got involved in other projects perhaps as a business partner.

You may think you haven't got enough experience, but five years' solid experience is fantastic; it's enough to get you started as an HR independent consultant or even to start setting up your own business and working with small-medium size businesses.

Just remember – you know much more about HR than many of your clients in the SME marketplace!

To hear out how you can move from Corporate to Consulting successfully and overcome these fears - [click here.](#)

I look forward to seeing you there!

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