

BRAVERY SCHOOL

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DEVELOP YOUR

Confidence Mindset



INNER COACHING



**A MASTERCLASS
BY TELANA SIMPSON
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I WAS ALWAYS
LOOKING OUTSIDE
MYSELF FOR
STRENGTH AND
CONFIDENCE BUT IT
COMES FROM
WITHIN. IT IS THERE
ALL THE TIME.

- ANNA FREUD

WHAT IS THE CONFIDENCE MINDSET?

Confidence is that feeling that comes from believing in ourselves. We believe we can rely on or have faith in our abilities, and so we trust ourselves to achieve a task.

Yet as a professional we sometimes feel uncertain about ourselves and our abilities. If we experience a setback or negative criticism, we can take a knock to our self-esteem. Our confidence may feel worn-out, and we hold ourselves back in our careers.

There is a Confidence Mindset that we can learn to adopt that helps us take every opportunity that comes our way, not fearing failure, and enjoying the learning opportunities. And this is linked to developing our self-confidence and gaining a strong, robust self-esteem.

By developing the mindset that promotes our confidence, we can advance in our careers in a healthy and enjoyable way.

Mindset

Our Mindset is a collection of filters (or of beliefs and thoughts) that we have and use.

It is our frame of mind that colours the way we interpret and respond to the world around us.

It is the inclination or mental disposition that we have that influences what we actually see around us, and results in the attitude that we take to the tasks before us.

Confidence Mindset

When we understand what we mean by confidence, and don't get it mixed with other aspects of our Self, we are more likely to develop the way of seeing the world and of being in the world that enhances a confident stand in the world.

The Confidence Mindset is the way of thinking that sets us up for feeling and behaving more confidently, more often.

WHY DEVELOP THE CONFIDENCE MINDSET?

A strong and confident mindset is essential to not only advancing in our careers, but also to enjoying our work and the challenges it presents us with.

When we come from inner strength, we have a strong foundation to tackle all that comes our way- even failure.

This confident inner state of being is the foundation to behaving in a manner that leads to success.

The Confidence Mindset is like a tool that further reinforces our most intimate attitudes, beliefs and feelings about ourselves and about our abilities. It is essential to master so that the way we talk to ourselves every moment of every day is more constructive and positive.

This mindset opens us up to try new things, to go for opportunities that might stretch us, and to work with ourselves and others in a supportive and productive way.

The Confidence Mindset also helps us face adversity and develop resilience. And it unlocks our drive and self-motivation. We develop trust and belief in ourselves to accomplish more, and so become more self-motivating.

FILTERS

We have a view of reality, and that view is what creates our perception.

Each of us has a very different perception of the world (of reality) based on: how we were brought up, the people we learnt from in life, the experiences life sent our way, the type of school we went to, historical events we lived through etc.

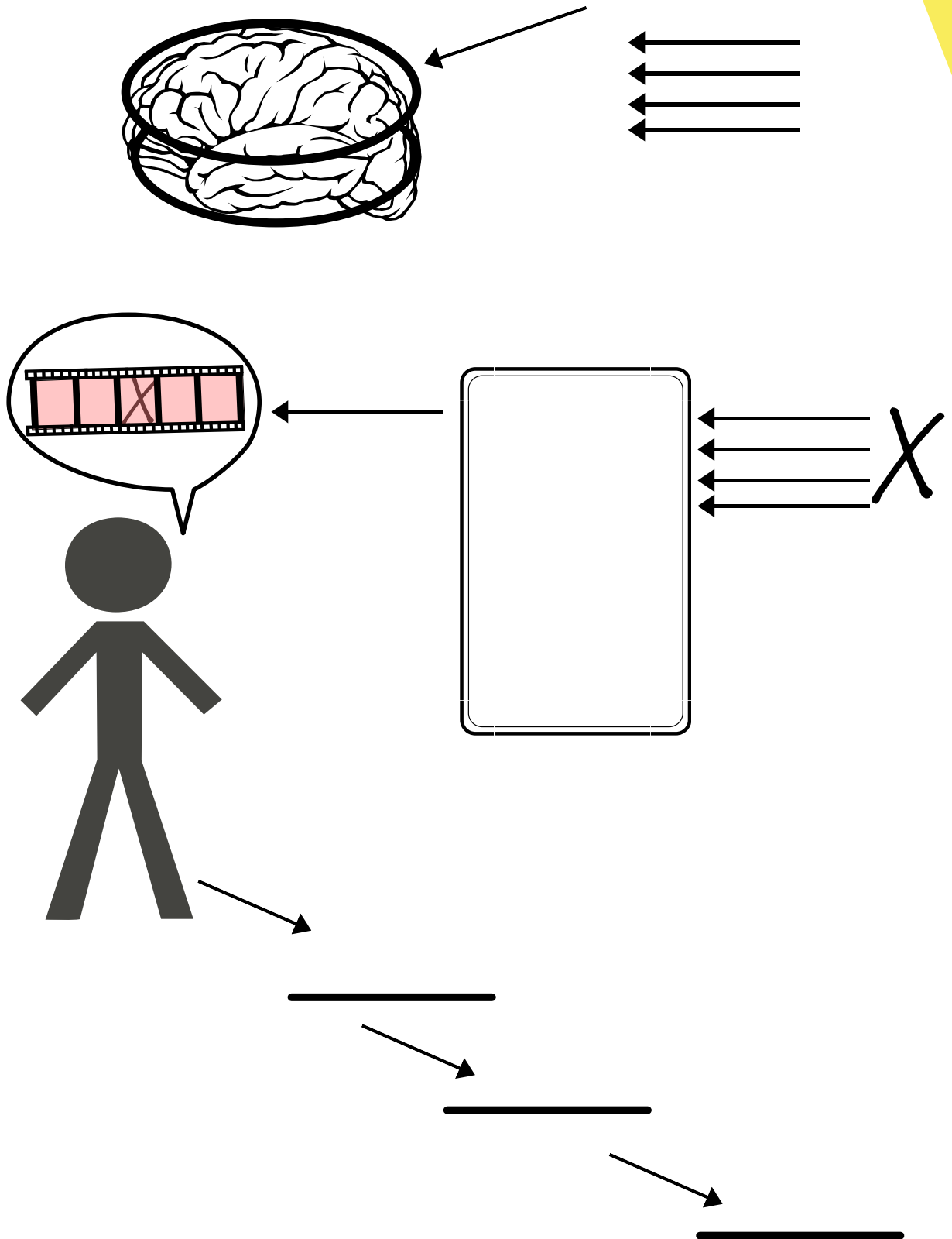
So we each end up with a very different set of FILTERS and thus a very unique way of perceiving.

It is our perception of the world that influences how we see it, and how we then react to it.

We are going to unpack and look at the collection of filters that create the Confidence Mindset, so that we can use this as our way of perceiving the world around us, and responding to it.

How do we create results in our life?

From our filters.



QUESTIONNAIRE:

Is my current construction of my self esteem conditional or unconditional?

Answer the questions below to get a sense of if you might have a conditional or unconditional way of constructing your self esteem.

Choose either the A response or the B response. If neither response seems to fit totally, choose the one that fits more.

1. When you experience an accomplishment, what happens to your sense of self esteem:

- A:** My sense of self esteem goes up and improves.
- B:** My sense of self esteem is not impacted and stays the same.

2. When you make a mistake, fail at something, or get negative criticism, do you:

- A:** spent a lot of time in a negative mood, chastising yourself, and beating yourself up.
- B:** see it as an opportunity to learn from, use it as feedback, and do differently next time.

3. Do you doubt yourself and your abilities, and feel like a fraud, like someday someone will find out that you are an imposter?

- A:** Yes.
- B:** No.

4. When you make a mistake, fail at something, or get negative criticism, do you:

- A:** consider giving up, quitting, running away.
- B:** continue to finish the task, and ask for support and start working harder to improve.

5. When you receive a compliment, do you:

- A:** Deflect it verbally, and reduce its significance in your mind, or even discount it outright.
- B:** Take it straight and thank the person for the compliment.

6. When you make a mistake, fail at something, or get negative criticism, what happens to your sense of self esteem:

- A:** My sense of self esteem goes down and is low.
- B:** My sense of self esteem stays the same and is not impacted.

7. When you consider yourself as valuable and worthwhile, do you base this evaluation on:

- A:** what you have done; what you possess or have; your job title; a role you play in your community, being successful.
- B:** your inherent humanity; the belief that you are made in God's image; your potential as a human being.

8. When asked to try something that you haven't done before, do you:

- A:** Start to panic and look for ways to avoid doing it.
- B:** Experience the excitement of the new, the thrill of challenge, and look forward to taking the first step.

9. When someone you work with succeeds and gets praise for their accomplishments, do you:

- A:** feel worthless as you compare yourself to them, feeling if they succeed it means you can't.
- B:** celebrate with them, cheer them on, seeing their success as an example of what is possible, and considering them as a possible mentor to learn from.

10. When asked to list five things you like about yourself, can you list them without hesitating?

- A:** No.
- B:** Yes.

11. When you are about to do something challenging or difficult, what do you tell yourself?

- A:** You better not fail at this! You know you can't do this, why are you trying?
- B:** You can do this! What an opportunity to learn and develop!

12. Do you feel the need to prove yourself?

- A:** Yes.
- B:** No.

13. Do you find it easy to be considerate and empathic about other people's limitations, and then when it comes to your own limitations, you:

- A:** find it difficult to extend the same consideration to yourself, and pull yourself down.
- B:** can offer the same consideration to yourself, and even encourage yourself more.

14. Do you hear yourself saying to yourself:

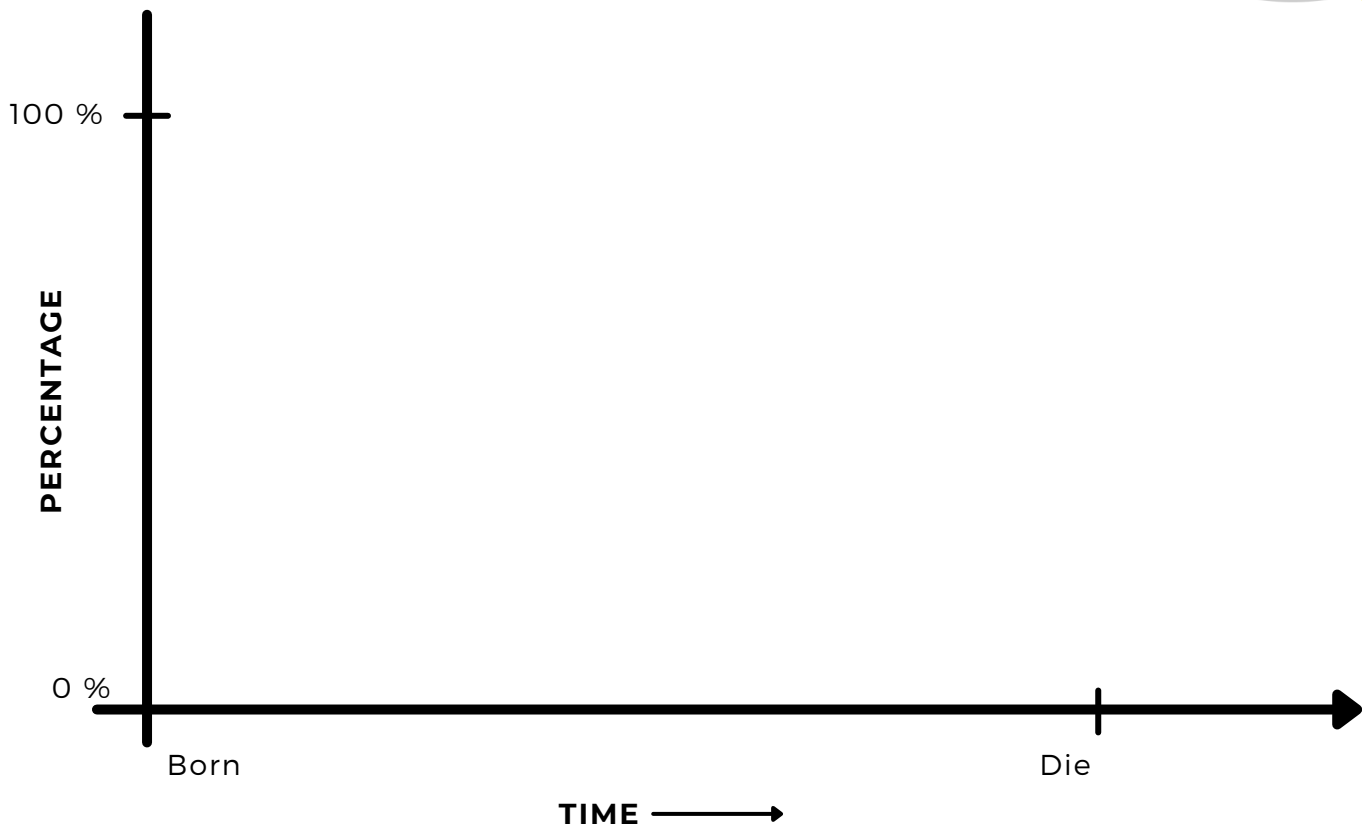
- A:** I am great because I did well at that job.
- B:** I enjoyed the experience of doing well at that job.

SELF-ESTEEM VS SELF-CONFIDENCE

How do you understand the critical distinction between Self-Esteem and Self-Confidence?

Draw the distinction between Self Esteem (human being) and Self Confidence (human doing) here:

Plot the concepts of True Self-Esteem and Self-Confidence on this graph:



Other terms / distinctions to note:

- Self-esteem vs. Other-esteem
- Conditional vs. Unconditional Self-esteem
- Low vs. High Self-Confidence
- Feedback vs. Failure

INSIDE-OUT APPROACH TO ROLES AT WORK

How do you answer the question: ***Who are you?***

We are lots of things, and have many facets to ourselves, which influence how we define ourselves. They can be categorized in terms of: our essence; our physical attributes; our semantic self which makes our meanings; and the many (if not hundreds of) roles we play in our lives and at work.

We use these circles of influence to define our sense of self, and identify ourselves. Which circle do you identify yourself with?

Inner Circle

Self, essence,
Unconditional
Value and
Worth,
Core of your
humanness

Calls for —
Self-Esteem

Embodied Self

Body, Neurology,
Physiology,
Health, Energy,
Sexuality, Gender,
Predispositions,
Talents

Calls for —
Self-Acceptance

Cognitive Self

Thinking, Emoting,
Meaning-Making,
Cognitive Styles,
Valuing, Deciding,
Intentions, Vision

Calls for —
Self-Appreciation
Self-Development

Roles of Self

Work, Career,
Finances, Status,
Education, Degrees,
Relationships,
Friends, colleagues,
Hobbies, sports

Calls for —
Self-Awareness
Self-Competence
Self-Confidence

LIVING FROM THE CONFIDENCE MINDSET



Step 1 - Cognitive Decision

We begin to internalise the Confidence Mindset by starting with understanding the concepts fully. And then by making a decision to live with this as our mindset.

A) Be clear on the concepts. In my own words:

True Self-Esteem is:

Self-Confidence is:

Other Esteem is:

Esteem is different to confidence because / in that:



Other concepts / ideas:

B) Give myself permission, using my *Permission Statement*:

I give myself permission to...

C) Decide to live from True Self Esteem, using my *Decision Statement*:

I have decided that from this moment on I will...

Step 2 - Develop Self-Confidence

A) Be Intentional

My reasons why I want to develop my Self-Confidence are:

D. Set up my Action Plan

These are my next steps I will take and act on to practice and develop my Self Confidence and other confidences:

Today	Tomorrow	Next Week	Next Month
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-----	-----	-----	-----
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WORKING FROM THE CONFIDENCE MINDSET

Action Plan

My action plan for applying the Confidence Mindset at work

1. What areas at work would coming more often from the inside-out Confidence Mindset be useful for me?

- Participating in meetings
- Leading projects
- Networking
- Asking someone to be my mentor
- Owning my fallibility
- Speaking to the CEO at the next opportunity
- Leading meetings
- Doing a presentation
- Asking for help
- Making a suggestion
- Taking more responsibility

Other areas:

<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____

2) Word my goal/s with my Confidence Mindset, by using words like: *improve | develop | grow | progress | become | learn:*

My outcome I want to focus on developing is:

3) Resources (like frames of mind, beliefs, opportunities, people, inner resources (like courage), books) I can use to help me are:

4) Actions

These are my next small and specific actions I will take:

Today	Tomorrow	Next Week	Next Month
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

5) My feedback mechanism to give me useful information to help me grow can include:

(focus on measuring progress from my previous level; on my effort; on my attitude; on my persistence; on my strategy)

LEARNING HIGHLIGHTS

How do I see the Confidence Mindset operating in my life?

How does True Self Esteem and practicing Self Confidence apply to me?

What one thing will I do differently as a result of my new learnings?

What is my best take away from the Confidence Mindset?

BREAKOUT ROOMS

BREAKOUT ROOM ONE - 3 minutes

Share your results from the Questionnaire (remember that you need to answer all 16 questions.) What is the average amongst you?

Also, is there a difference between Self Esteem and Self confidence? What do you think?

When you return to the big group, share a thought or two from your discussion in the CHAT.

BREAKOUT ROOM TWO - 3 minutes

Each share your Decision Statement.

Also, share one action you will take today or tomorrow, to make the Confidence Mindset part of your life and work.

When you return to the big group, share a thought or two from your discussion in the CHAT.

If you want more information,
articles or video clips and
podcasts about these filters,
send Telana an email on
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