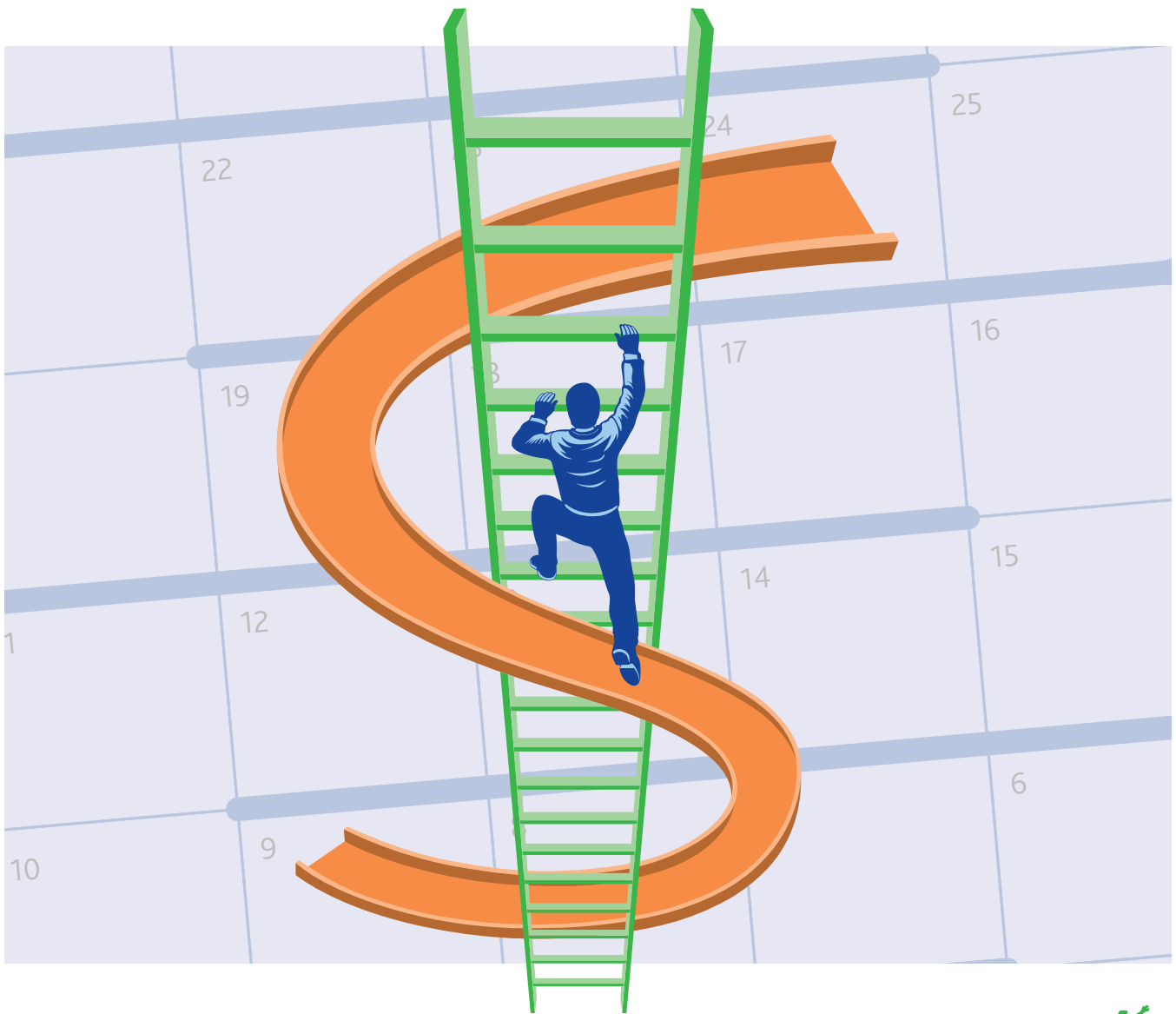


The Confidence Cultivator™

Harnessing The Power Within to
Navigate Challenge, Change, and Opportunity



Confidence Considerations

“I was always looking outside myself for strength and confidence but it comes from within. It is there all the time.”

— Anna Freud

Believe In Yourself

Confidence is simple to define—the belief in our own ability to achieve even difficult tasks. This self-assurance and certainty is connected to our accomplishments—internal and external. It is different from self-esteem (how we intrinsically feel about our own worth) because it is linked to the positive results we can create. We trust ourselves to succeed and because we think and feel this way, we often do.

Confidence Creates Opportunity

When we feel confident, we are more willing to move outside our comfort zone and tackle difficult projects. This strength is noticed by others and they trust us to deliver on our promises. As we achieve more, our self-confidence also increases, which provides us the energy to move even further forward. And we are provided more opportunities because those around us accept our trust in our own capabilities.

Sliding and Climbing

Crucial to success; confidence is also elusive. One minute we feel we're on the top of the world and the next everything seems impossible. It's like the classic board game—Chutes and Ladders. Our confidence increases as we climb the ladders, with each rung built by commitments that make us feel stronger and more successful. This sense of self-worth in our capabilities allows us to take on new opportunities with our physical health, mental health, work, families, friends, and community.

Confidence Killers

But there are also the chutes which suddenly kill our confidence. Unexpected challenges can blindside us and cause us to reconsider the stability of the progress we've made along with the trust we have in ourselves. Negative thoughts and feelings can paralyze our ability to respond to the changes. Instead of taking action to solve a problem, we start a cycle of questioning even the most fundamental of our abilities. This only stops when we refocus on the kernel of our confidence to navigate the stormy seas and restart our upward climb of progress.

Create Your Own Confidence

Confidence is not something you have (or don't); it's something you create. The key is to be self-aware, so you can stop the cascade when you start to lose trust in your own judgement. The earlier you stop the drop, the easier it is to restart the replenishment and enhance the growth of this crucial resource. As with everything in life, it's not about being sure of yourself at all times, but about minimizing the amount of time you spend in the downward spiral. The strategies to recover, maintain, and build your confidence can be quite individual which makes it all the more important to discover and construct what works for you.

Reach Backward™

Times of Triumph

The energy, excitement, and engagement we feel in our “gold star” moments in life is very powerful. Reflecting on these achievements can build our confidence and provide a reservoir for future accomplishments. Think about three times when things went exceptionally well for you—at any point and in all areas of your life. What happened? How did you feel? What did you do next?

Event - what happened?	Emotions - how did you feel?	Effects - what did you do next?
Won a key achievement award and was recognized at a special event	Extremely happy, proud, grateful, and energized	Celebrated with my family and planned for the next opportunity
1		
2		
3		

Times of Turmoil

During nerve-wracking moments, the biggest danger is how the circumstances can drain our confidence. Our decision-making becomes paralyzed. We don't know what to do because every potential action has uncertain risks. Think about three uncomfortable challenges in all areas of your life—recent or far in your past. What happened? How did you feel? What did you do next?

Event - what happened?	Emotions - how did you feel?	Effects - what did you do next?
Lost out on a role I really wanted and felt qualified to do	Angry, disappointed, rejected, unsure, and sad	Licked my wounds, then asked for feedback so I can land the next one
1		
2		
3		

Confidence Killers

What takes away your confidence?

There are three main categories of confidence killers: inner thoughts, outside influences, and actions taken. For each of these categories, write down what most affects you. (Reference the examples if needed.) Don't worry about what goes in which category, just be clear about what you face in all areas of your life.

- feeling lonely, helpless, or anxious over the unknown
- poor-me thinking, self-pity, and poor self-image (appearance, weight, etc.)
- rumination, living in the past, or dwelling on failure
- imposter syndrome and negative self-talk (I'm unworthy, incompetent, etc.)
- skepticism, unrealistic expectations, and perfectionism
- over-thinking or self-sabotage
- economic/financial uncertainty; work changes
- poor communication, being blindsided, disconnected, or excluded
- weak leadership, micro-management, and lack of clarity/transparency
- harsh/unfair criticism or conflict with others
- lack of appreciation/recognition and not being valued
- restricted decision-making or control
- lack of planning time/preparation
- changing policies, processes, or technology
- negative news, politics, and hidden agendas
- stalled progress or unfulfilling/meaningless activities
- body language (poor posture, avoiding eye-contact, etc.)
- inappropriate attire and choice of language (self-deprecating, negative, etc.)
- staying silent/not expressing needs
- underappreciating and being ungrateful
- life imbalance/integration
- ignoring health issues (poor diet, lack of activity/exercise/movement, etc.)
- resisting change
- wasting time or being unproductive

Inner Thoughts

Outside Influences

Actions Taken

Confidence Builders

What restores and strengthens your confidence?

There are three main categories of confidence builders: inner thoughts, outside influences, and actions taken. For each of these categories, write down what most supports you. (Reference the examples if needed.) Don't worry about what goes in which category, just be clear about what works for you.

Inner Thoughts
Outside Influences
Actions Taken

- analyze changes for their potential positive outcomes
- consider the triggers that impact you – allow vulnerability
- minimize and shut down negative self-talk
- focus on what you can control
- stop overthinking or seeking perfection
- daily positive affirmations and language (tell yourself you are good enough)
- celebrate incremental wins; remember previous successes and lessons learned
- focus on all you have with gratitude
- block out the noise by avoiding people who don't support you
- curate your news sources – what and how much you read, hear, and watch
- gather and reflect on different perspectives from trusted advisors (or a therapist)
- surround yourself with people who respect, energize, and love you
- stay connected with friends, family, and colleagues
- select appropriate mentors and role models to emulate
- ask for help and support; leverage others' abilities
- do things that bring you a sense of joy and accomplishment
- remember to breathe, laugh, and keep a playful, growth mindset
- self-care: eat well, sleep well, meditate, exercise, and be active
- improve your style, posture, eye contact, and handshake – smile!
- study your personal talents and appreciate your capabilities
- break down large projects into small achievable tasks
- create to-do lists, prioritize key tasks, build new habits and routines
- try new things and embrace growth opportunities
- help and support others

Confidence Commitments™

Whether you need to turn around a challenging situation or you want to build for future achievements, having a clear plan to enhance your confidence is crucial to your success. For each of these five categories, write down one commitment you can make to build the next rungs on your confidence ladder.



Physical Health

ex. Get moving more – go on three brisk walks a week for a minimum of 5,000 steps each.

Mental Health

ex. Expand my spirituality – listen to two new educational podcasts a month.

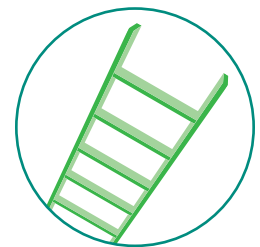


Work

ex. Take on a mentorship role – identify a mentee and meet with them 3 times this quarter.

Family & Friends

ex. Build stronger local connections – organize a travel-themed neighborhood party next month.



Community

ex. Volunteer my talents – find a local small charity and offer to do their finances for the year.



What restores and *strengthens* your confidence?

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What takes away your confidence?

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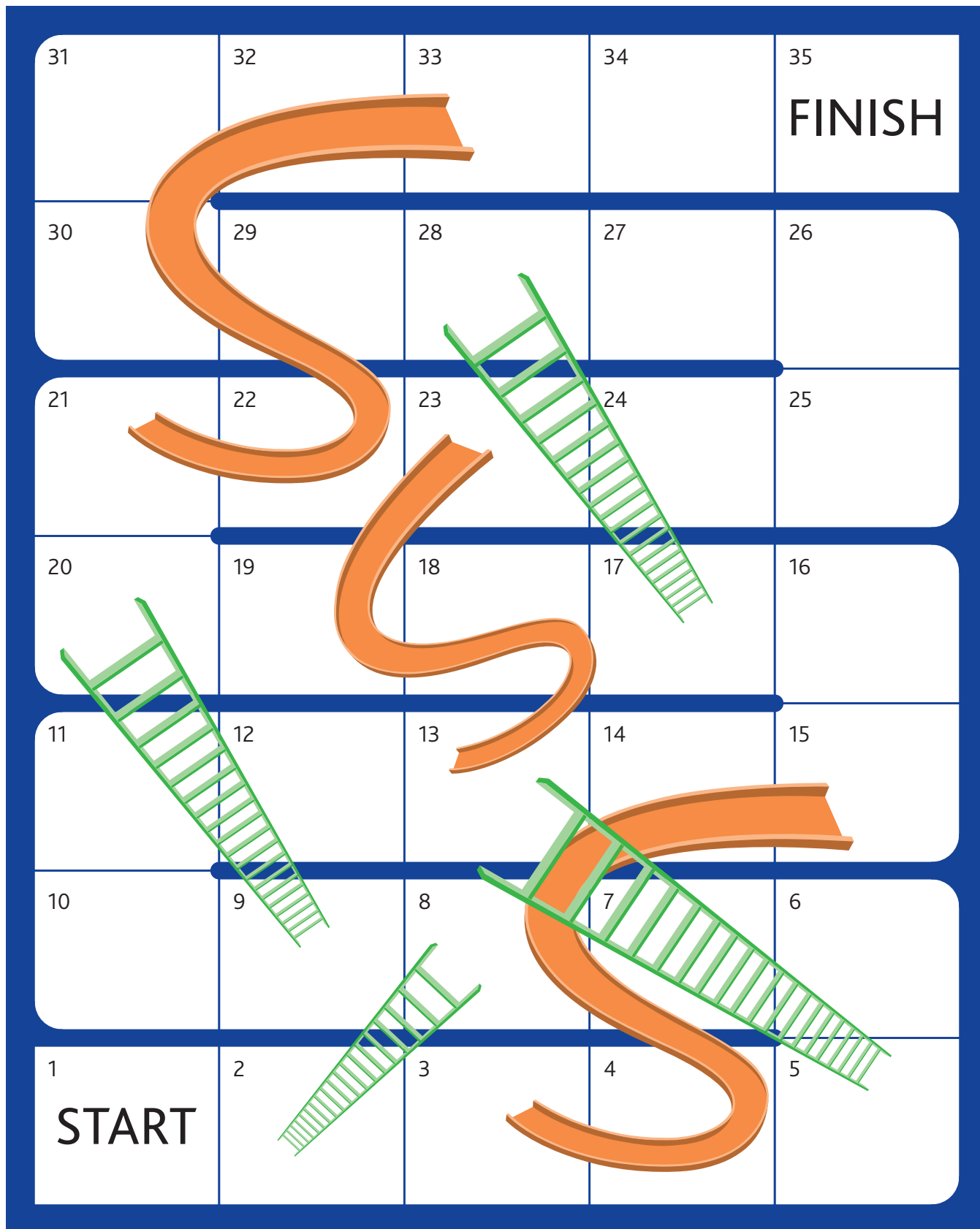


What takes away your confidence?

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Chutes & Ladders



Climb The Confidence Ladder







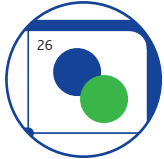






Learn how to create the best conditions to nourish your confidence by reflecting on how you have managed in times of turmoil and triumph. By analyzing your personal confidence killers and builders, you can leverage your insights to ensure your future achievements. Although we may all slide down at times, with enhanced awareness, we can climb back up to succeed.

“Nothing can be done without hope and confidence.”

— Helen Keller

Chutes & Ladders – Game Rules

	Roll a 6 OR Land on a Ladder square		Share and discuss one of your Confidence Builder cards	
	Roll a 1 OR Land on a Chute square		Share and discuss one of your Confidence Killer cards	
	Land on an occupied square		Go back to START and share one of your Confidence Killer cards	
	To WIN — you must land on the FINISH square with an <i>exact</i> dice roll and amount of moves.		CONGRATULATIONS!	

Reach Capabilities helps you foster and expand your natural abilities, propelling you and your teams to new levels of achievement.