

03.08.22

Own Your Career

Skill # 3: Career Confidence

Develop the core skills needed to take control of your career development now and in the future

my learning hub



ScotRail
SCOTLAND'S RAILWAY





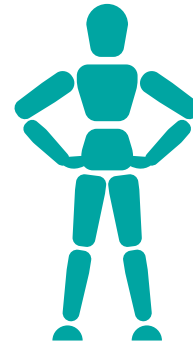
VALUES

The things that make you, and matter most in your work and life



STRENGTHS

The things that energise you and that you want to be known for



CONFIDENCE

The self-belief that guides your growth and builds your bravery at work

RELATIONSHIPS

The community you create to support your career development



FUTURE POSSIBILITIES

The ability to explore possibilities and define your own version of success



To take control of your career in this changing world of work you need to develop a set of five core career skills

Our Roadmap

- Why confidence matters in squiggly careers.
- The benefits of developing your confidence.
- Understand our confidence gremlins and how to cage them.
- Five ideas and actions to build our career confidence.



Why is career confidence important?

A stone arch bridge with a wooden railing spans across a body of water. The scene is dimly lit, suggesting dusk or dawn, with a dark sky and silhouettes of trees in the background.

External factors

- COVID
- The economy
- Uncertainty

Benefits

- Braver
- Ripple Effect
- Resilience

What is career confidence?

A stone arch bridge with a decorative railing spans across a body of water. The scene is captured at dusk or dawn, with a soft, dim light. In the background, there are trees and a building with a traditional roof. The overall mood is calm and serene.

Belief in your value today and that your career can continue positively in the future.



What are confidence gremlins?



Confidence gremlins are beliefs that hold us back from doing our best work and from reaching our potential



Everyone has
confidence gremlins..

The Top 10 Gremlins

1

Being put
on the spot

2

Numbers

3

People won't
like me

4

Senior People

5

Presenting

6

I don't
know enough

7

I'll get
found out

8

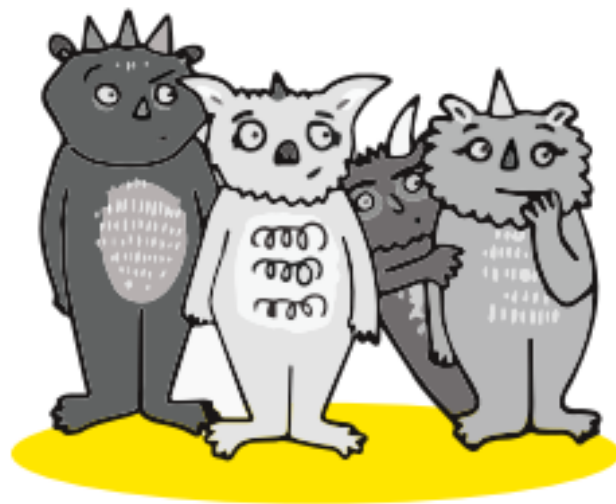
Blushing

9

Failing

10

Too Young





1

Write down and share a past career doubt that you have overcome or a current career doubt you are facing.

2

Conversations are powerful, share with your breakout group that doubt and how you are overcoming it.



How did that feel?

Wayne's Confidence Gremlin Is:

FEAR OF BEING FOUND OUT



This holds me back because:

- Spend lots of time and energy worrying – trying too hard to please others and to show what I know.
- Compare myself to people who seem more talented than me.
- Self-criticism and catastrophising.
- Dismiss my successes as being down to luck and timing.

What actions I take :

- Write down one success every day.
- Share my strengths and accept positive feedback.
- Make friends with my fear and focus on what makes me happy.

My Confidence Gremlin Is ...

This holds me back because I...

3 small actions that will help me test my confidence gremlin?

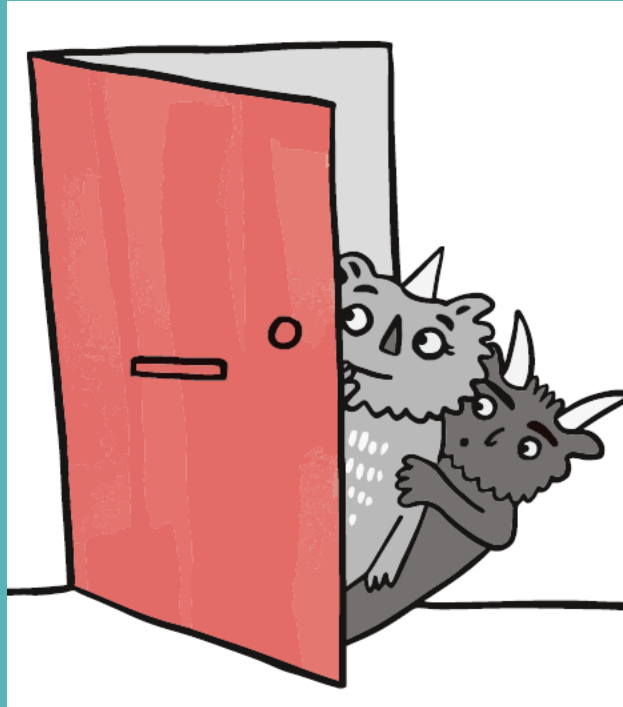
How will I reward myself?





How I reward myself

Spot
Your Gremlins



Cage
Your Gremlins

Test
Your Gremlins

Reward
Your Progress

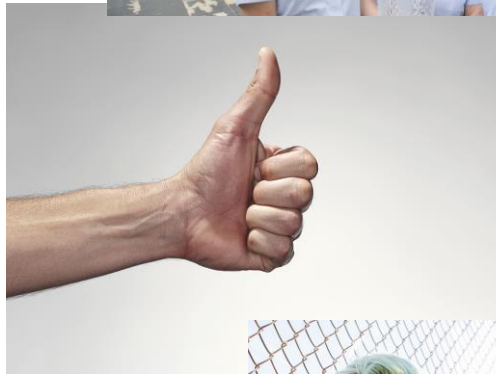


Idea # 1



Strengths Stories





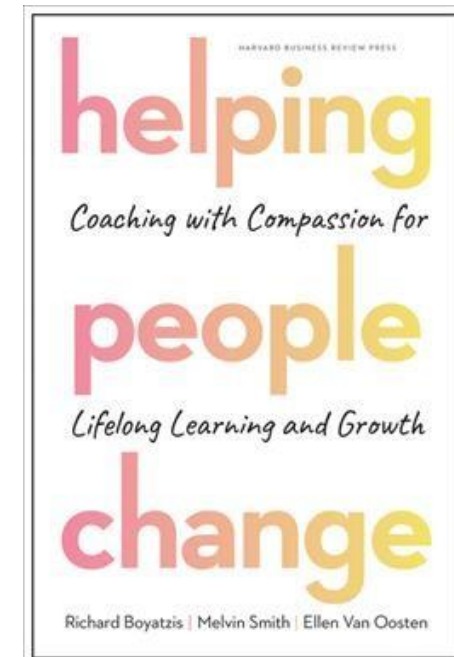
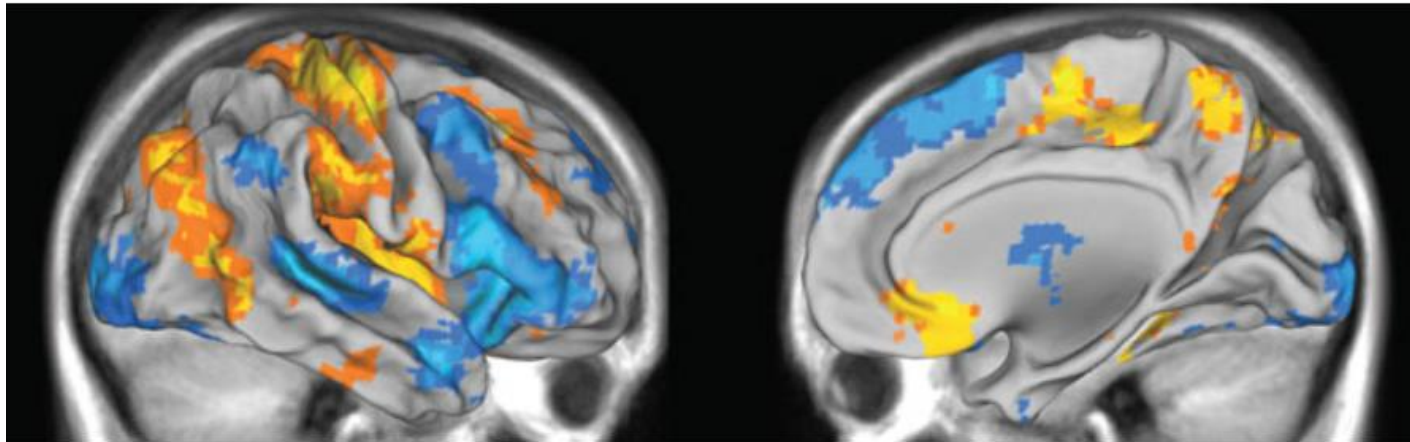
1 Share something that you are really proud of that you have recently done at work.

2 Share something you have really enjoyed that you have been responsible for doing at work.



How did that feel?

The science behind it.....



My Action: Evaluate and Build your Support System

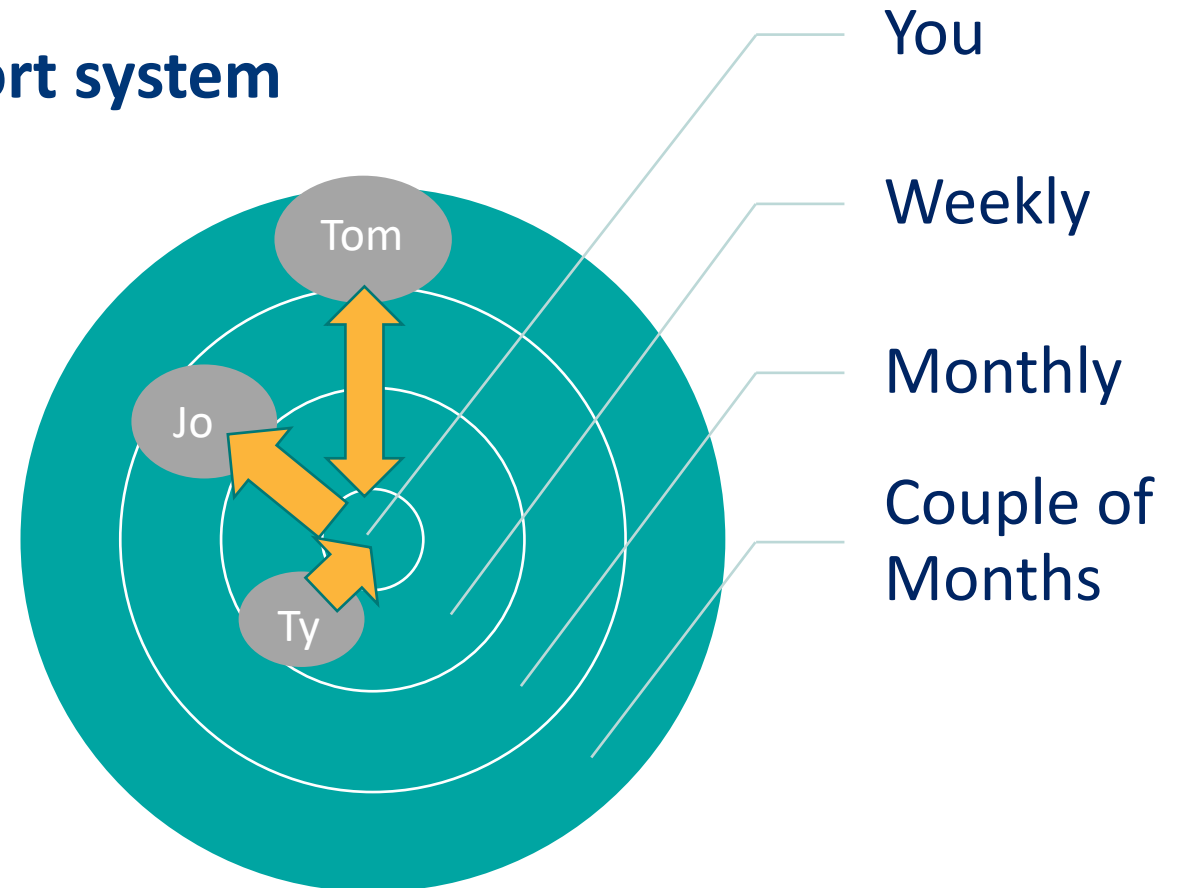


Evaluating and building your support system

Who do you get support from?	Who do you give support to?

Evaluating and building your support system

1. Are you giving more support than you are getting?
2. Are you getting a good balance in the support you are giving and getting?
3. Are you getting support from a diverse range of people, not just family and friends?



Evaluating and building your support system

MY PERSON WHO
GETS IT

MY PERSON WHO
ASKS THE HARD
QUESTIONS

MY PERSON WHO
HAS BEEN THERE

Self supporting statements



Idea #3

My action: Find a quote or statement than means something to you. It will serve you better than the negative talk we often engage in with ourselves and others

Confidence from Action

Idea #4

Practice makes perfect. My action (one small step):

HOLLYWOOD

ACTION!

Idea #5



My action:

What is a success you've had in the past that you are proud of?

What are you learning about at the moment?

What are you excited about in the future?

Unlock your Optimism



The self-belief that guides your growth and builds your bravery at work

Understand and Cage your Confidence Gremlins

- Identify what your gremlin is and how it holds you back
- Take 3 small actions to test your gremlin
- Reward yourself

Practical Idea #1: Strengths Stories

- Start sharing your strengths success stories – what are you most proud of?; what have you enjoyed the most?

Practical Idea #2: Your Support Community

- Evaluate your support system – is it balanced and diverse.
- Who are your people who – get it; ask the hard questions & who have been there?

Practical Idea #3: Self-supporting Statements

- Find a quote or statement that boosts your confidence or make up one of your own – it should tap into your ‘why’ and motivate you to work on any confidence gremlins.

Practical Idea #4: Confidence Takes Action

- Identify and take one small action to work on your confidence – you don’t become more confident through reflection.

Practical Idea #5: Unlock Your Optimism

- Ask yourself questions that unlock your optimism – what have been your proudest successes?; what are you learning?; what are you excited about?



Resources

my learning hub



HOW TO OVERCOME Your Confidence Gremlins



Sarah Ellis & Helen Tupper

Confidence Gremlins Ebook



TED Talk: 3 Tips to boost your confidence

Squiggly Careers PodSheets

How to build your self belief



“ People’s beliefs about their abilities have a profound effect on those abilities. ”
Albert Bandura

4 sources of self belief

- 1 Engaging in learning experiences
Teaching ourselves new skills gives us confidence to go into the unknown.
- 2 Borrowing belief from others
Feeling inspired by positive role models and internalising their confidence.
- 3 Getting positive feedback
Increasing our self perception and in turn, our ability to succeed.
- 4 Connecting self care and self belief
Feeling good about ourselves means that you're better able to cope in situations where self belief is required.

4 Coach Yourself Questions

- 1 What is going to be your learning experience in the next 6 months?
- 2 How are you staying connected to the people that inspire you?
- 3 Who could you ask for 3 words to describe you at your best?
- 4 How could you restore and re-energise your emotional health?

Self care exercise

Write down 4 simple pleasures that make you smile. Assign them red, amber or green based on how well you are prioritising them right now. What would it take to make them all green or amber?

The biggest barriers to self belief

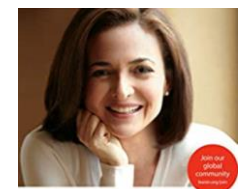
- | | |
|------------------------|--|
| ☹️ BAD MANAGER | 😊 ACTION: Over invest in your other sources of support. |
| ☹️ PAST EXPERIENCES | 😊 ACTION: Reflect regularly on your small successes. |
| ☹️ LACK OF FEEDBACK | 😊 ACTION: Start giving more positive feedback to create a cycle. |
| ☹️ CONFIDENCE GREMLINS | 😊 ACTION: Reframe your limiting beliefs into limitless beliefs. |

Recommended resources

- 📖 [The Confidence Code](#)
Katty Kay & Claire Shipman
- 🎧 [Ted Talk: 3 tips to boost your confidence](#)
Amy Adkins
- 🎧 [Build your support system](#)
Squiggly Careers Episode 83

AmazingIf

AmazingIf



LEAN IN

WOMEN, WORK, AND THE WILL TO LEAD

SHERYL SANDBERG

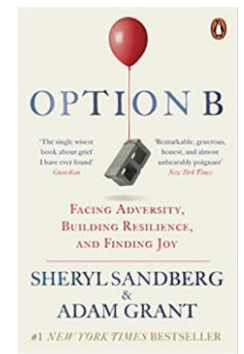
#1 NATIONAL BEST SELLER

Prof Steve Peters
CREATOR OF THE **GROUNDBREAKING** MIND MODEL



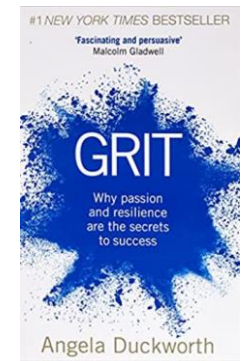
The MIND MANAGEMENT

Programme for Confidence, Success and Happiness

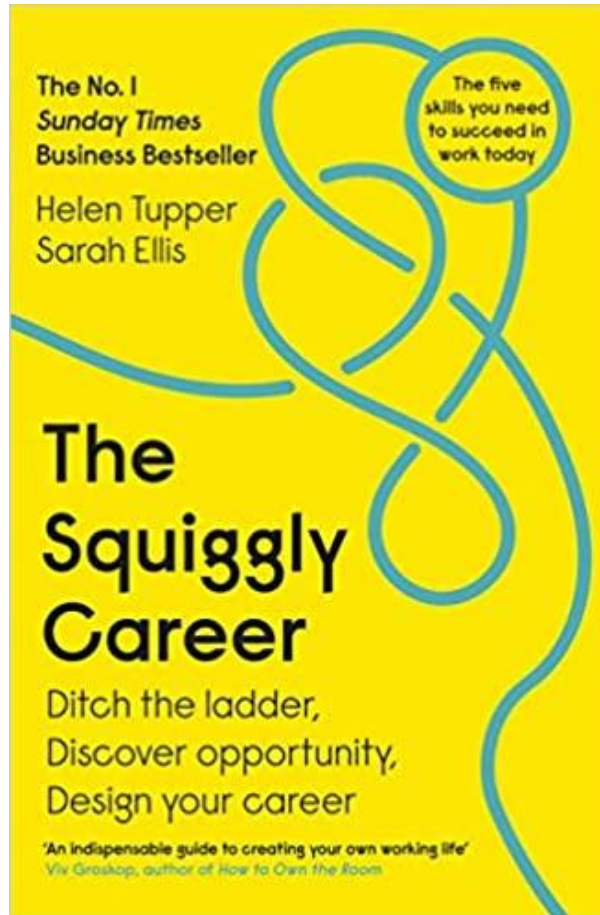


SHERYL SANDBERG & ADAM GRANT

#1 NEW YORK TIMES BESTSELLER



Angela Duckworth



Amazing if Toolkit

Links to lots of resources on the 5 core career skills including confidence (podcasts; videos; tip sheets)