

Unlocking the **CONFIDENCE** Code

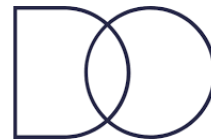
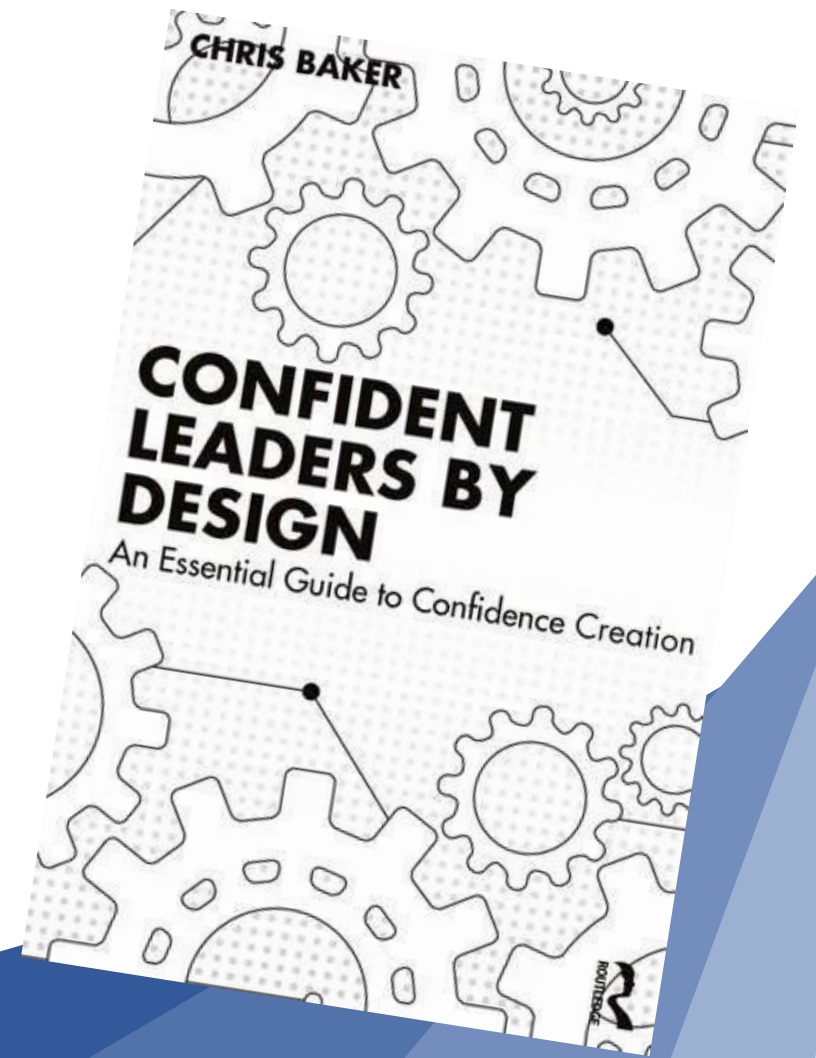
Courageous Leadership Summit



Dr Chris Baker



@Drchrisbaker



Courageous
Leadership



LAUNCHPAD

Learning & Development



1 The Power of Confidence

2 Confidence Curves

3 Mastering the 4 Ps

4 Bullet Proofing

1

The Power



Our confidence levels are often more specific than we think



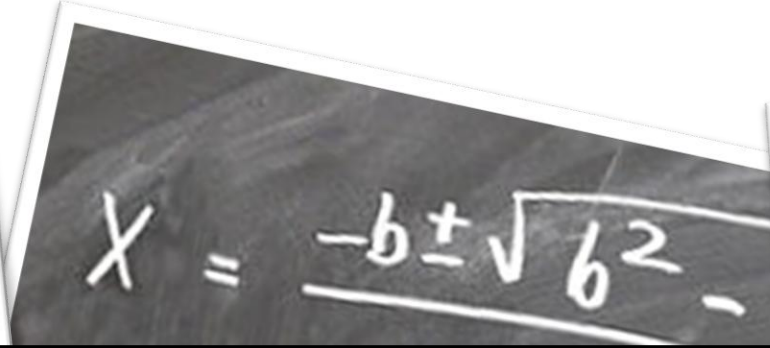
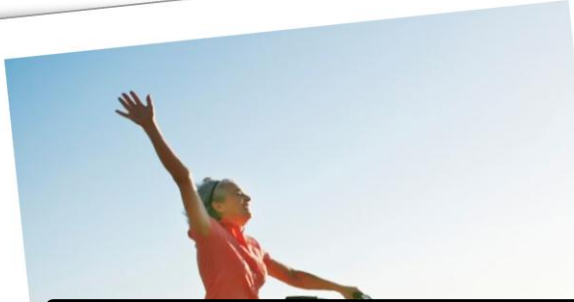
Confidence is a silent and significant conductor of our lives



Our confidence levels have an increasingly complex origin

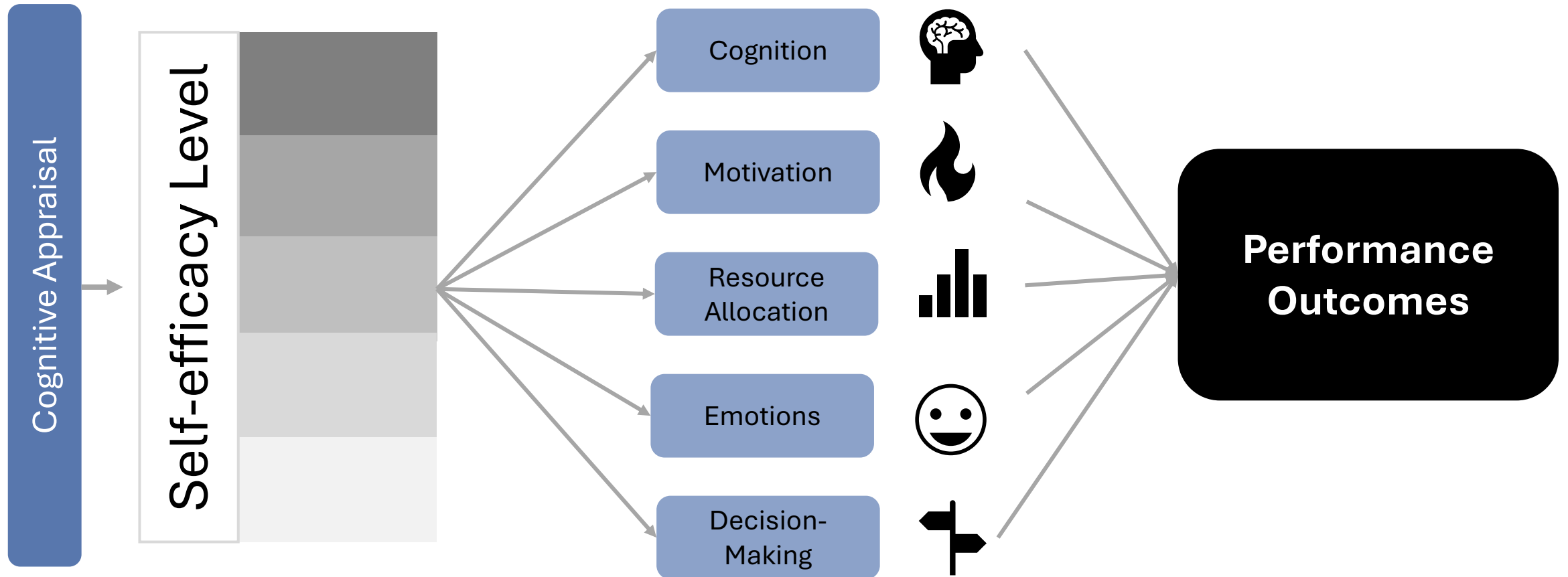
What?

SELF-EFFICACY



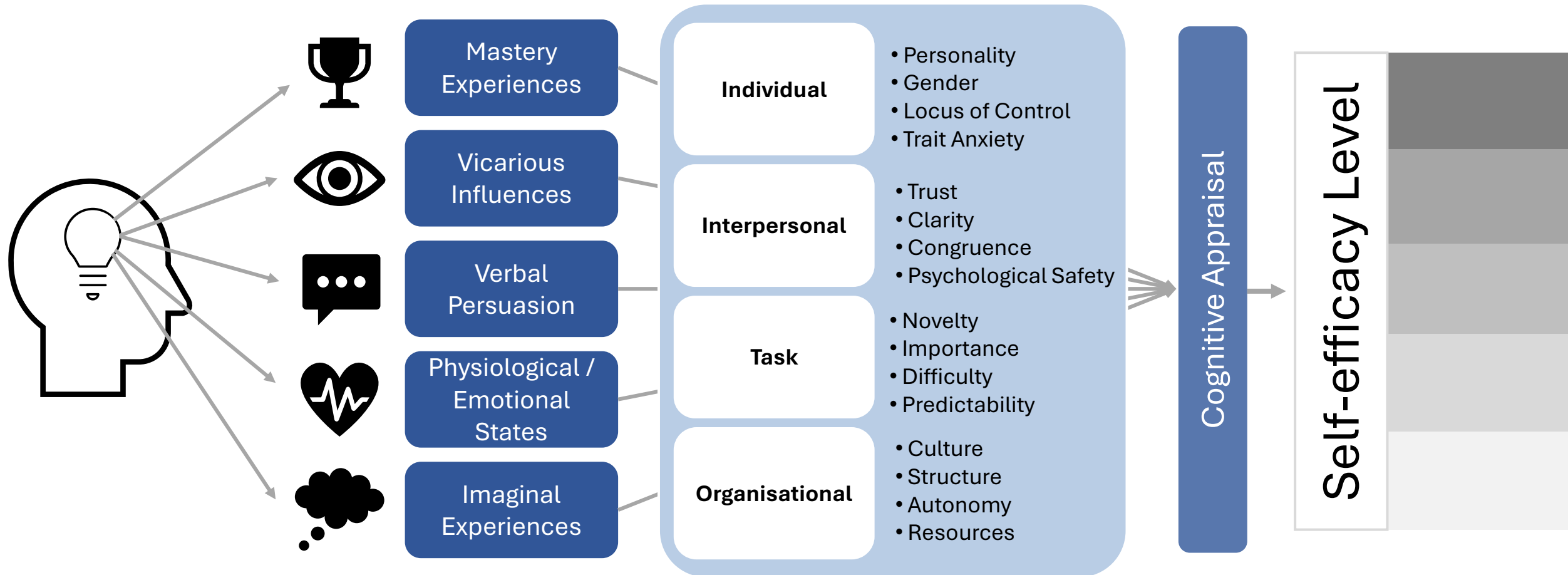
Why?

Self-efficacy is a silent and significant conductor of our lives



How?

Our confidence levels have an increasingly complex origin





What positive and negative role does confidence play in your daily life



1 The Power of Confidence

2 Confidence Curves

2

The Curves



Our lives are punctuated by key phases of confidence modulation



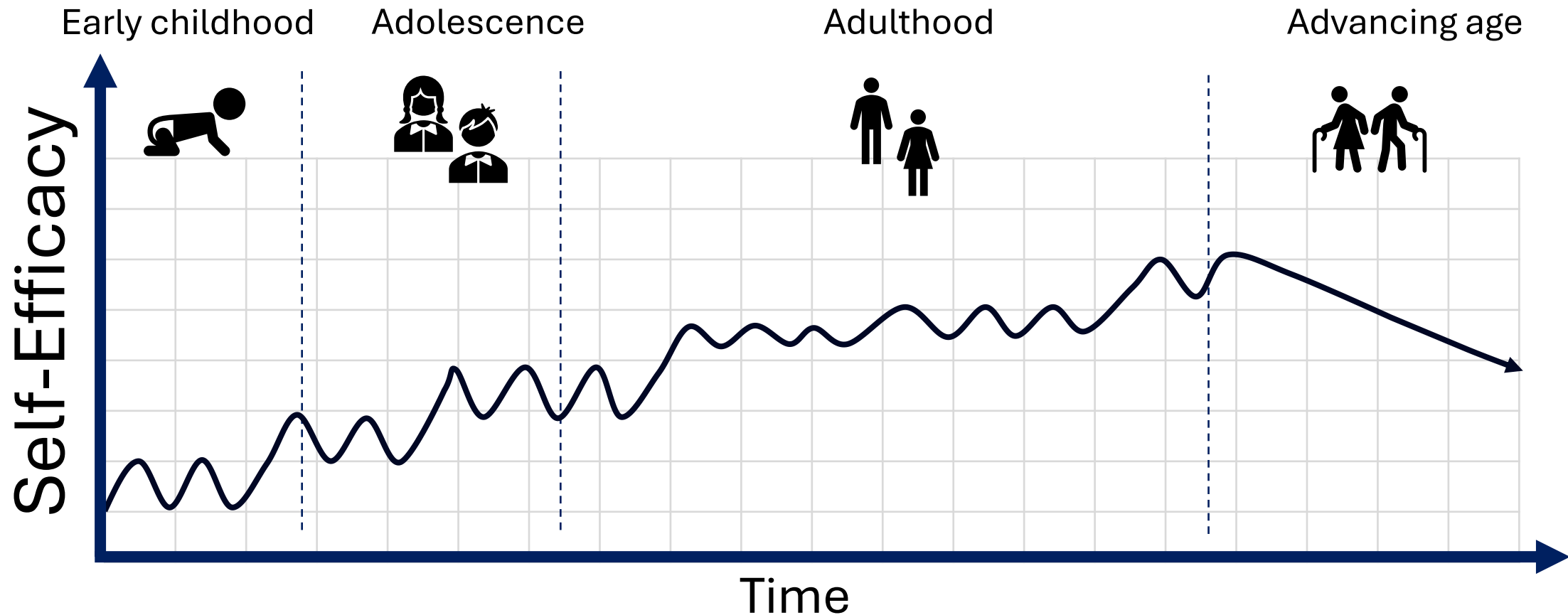
A person's current confidence level is rarely the whole story



The ups and downs of confidence creation have predictable triggers

The Regular Rollercoaster

Our levels of self-efficacy are shaped by events that are typical to different stages of our lives



The Confidence Illusion

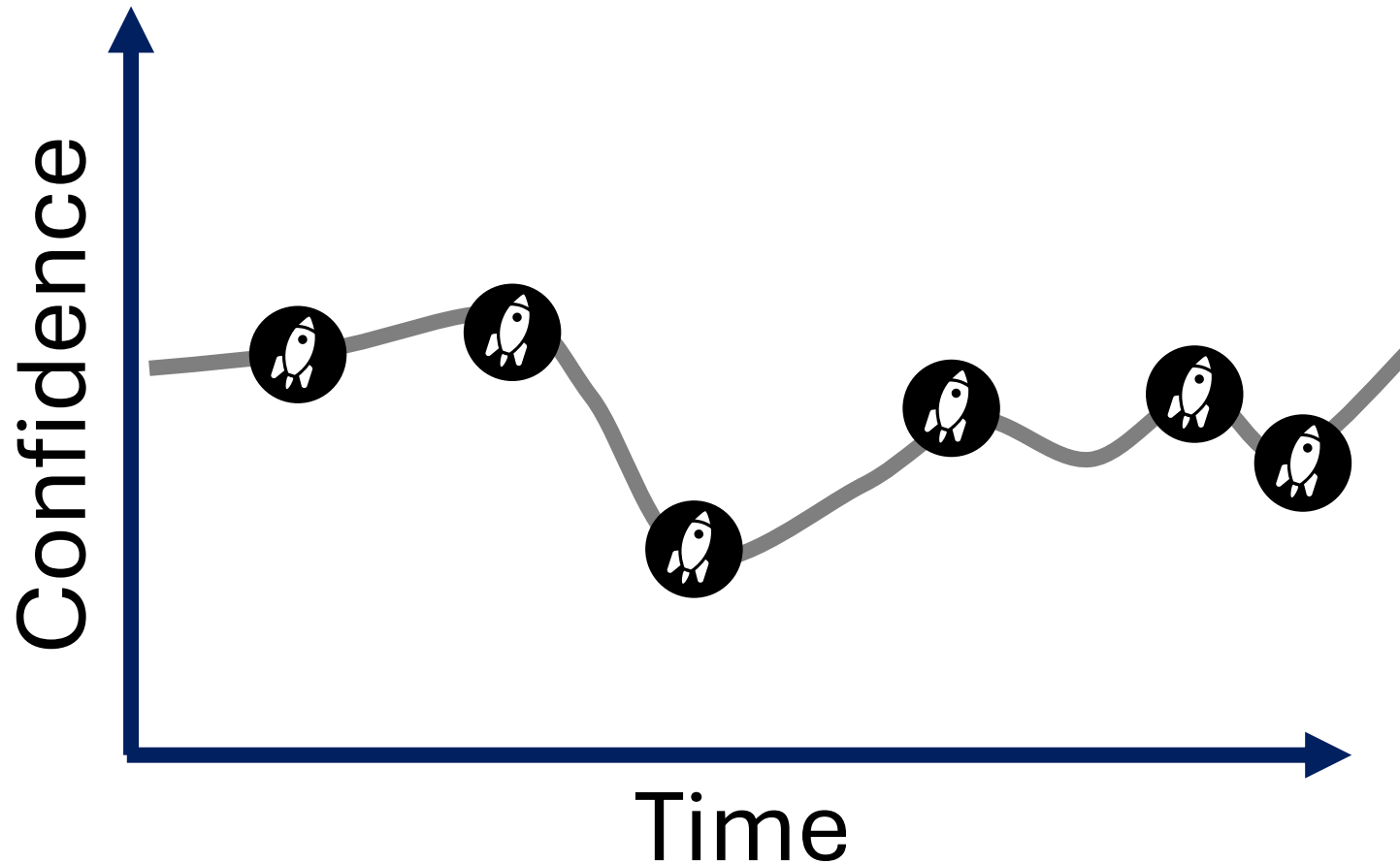


- Non-academic family / friends
- Never travelled abroad
- GCSE's (C's & D's)
- A'Levels (2C's + 2D's)
- Bsc Sports Science 2:2

- 6 Years World Travel
- 2 x Ironman Triathlons
- Teacher of the Year
- MA & Doctorate
- Author & Keynote Speaker

Confidence Triggers

We've all got a confidence
Construction - Destruction Story



- Parents
- Siblings
- Peer Group
- Trauma
- Illness



Draw your own
quick confidence
curve and add any
key trigger points



1 The Power of Confidence

2 Confidence Curves

3 Mastering the 4 Ps

3

The 4Ps



There are sequential scientific steps to increase confidence



Goldilocks goals are the key to starting the process

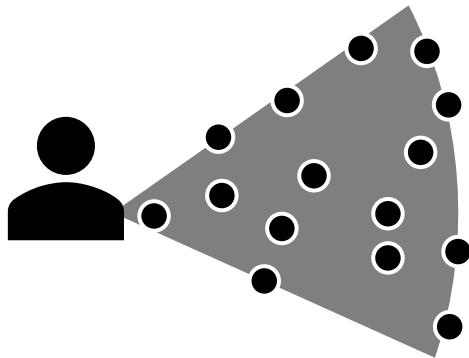


We often need help, practice and reflection to lock it in

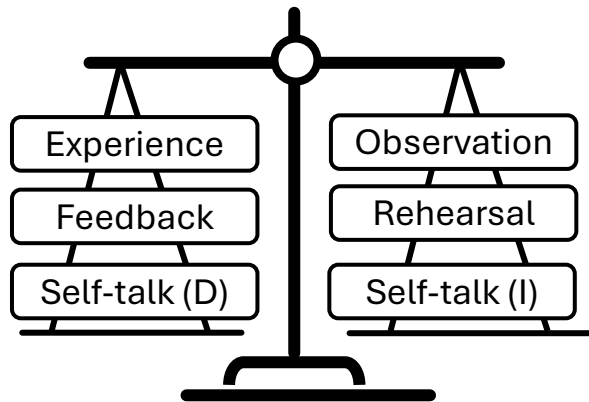
The Confidence Code



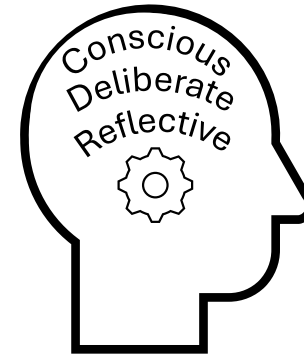
Select the Goal



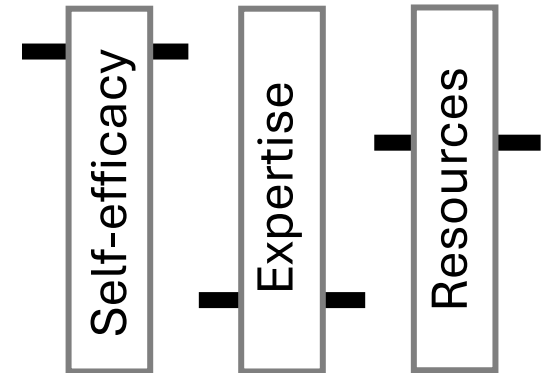
Find the Evidence



Have a Go



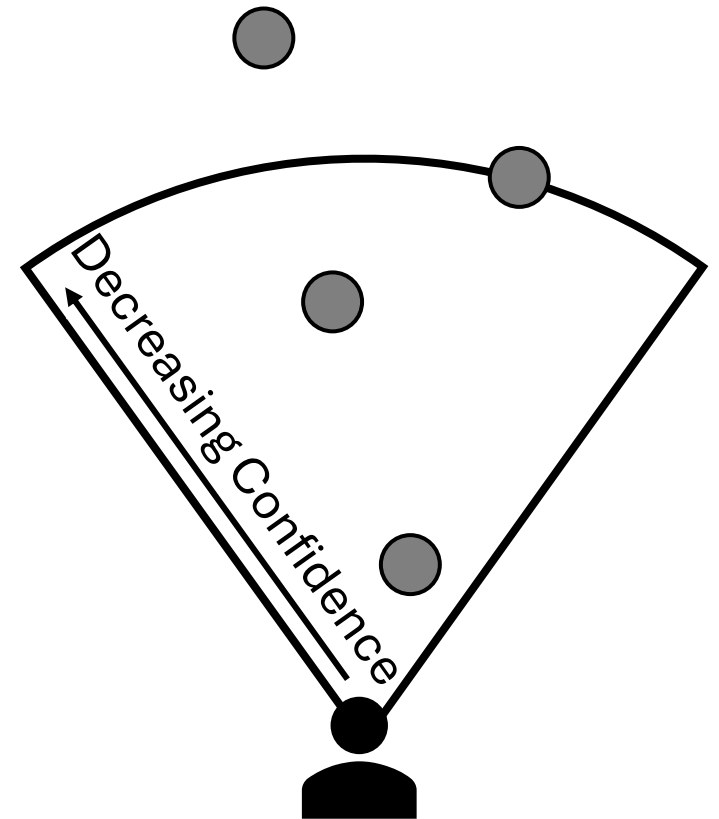
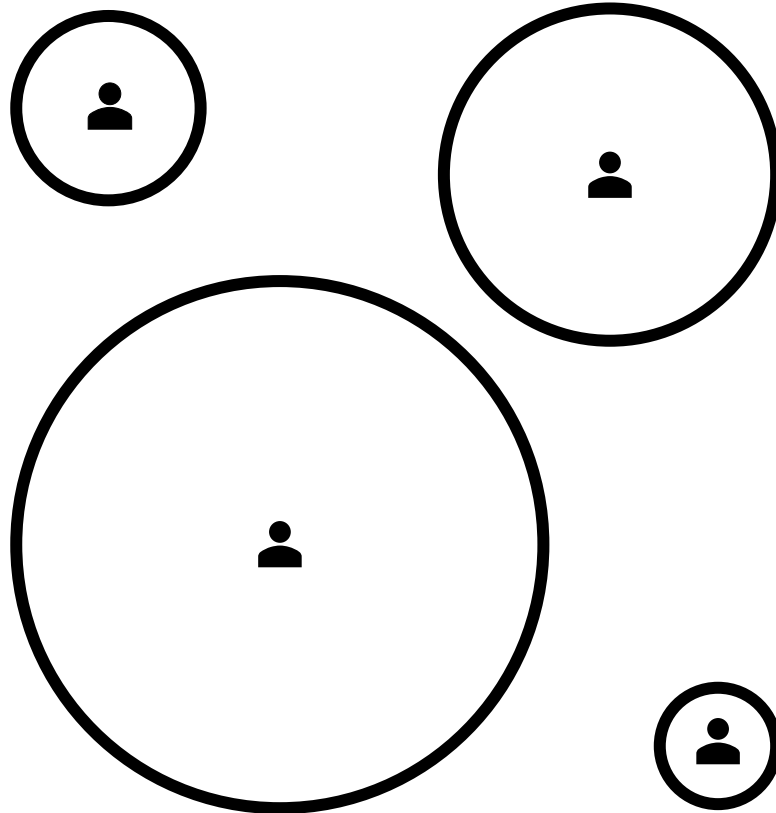
Re-calibrate



Goldilocks Goals



Self-Efficacy Circles





What would one of
your personal and
professional
goldilocks goals
currently be?

1 The Power of Confidence

2 Confidence Curves

3 Mastering the 4 Ps

4 Bullet Proofing

4

Bullet Proofing



We need to proactively create self-efficacy information



There are three self-efficacies that rule all others

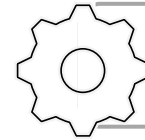


We need to acknowledge and anticipate confidence change

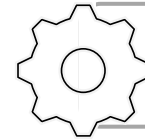
Developmental Strategies



Mastery Experiences



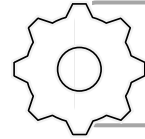
Achievable Goals



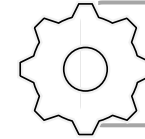
Performance Focus



Vicarious Influences



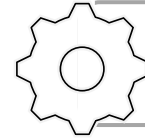
Observation



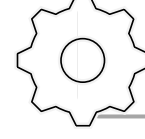
Models of Excellence



Verbal Persuasion



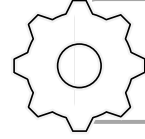
Feedback



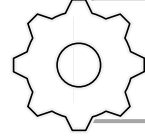
Coaching/Mentoring



Physiological / Emotional States



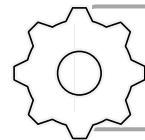
Awareness



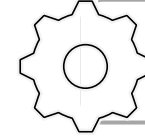
Mitigation



Imaginal Experiences

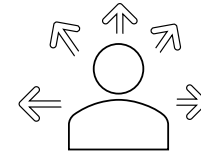
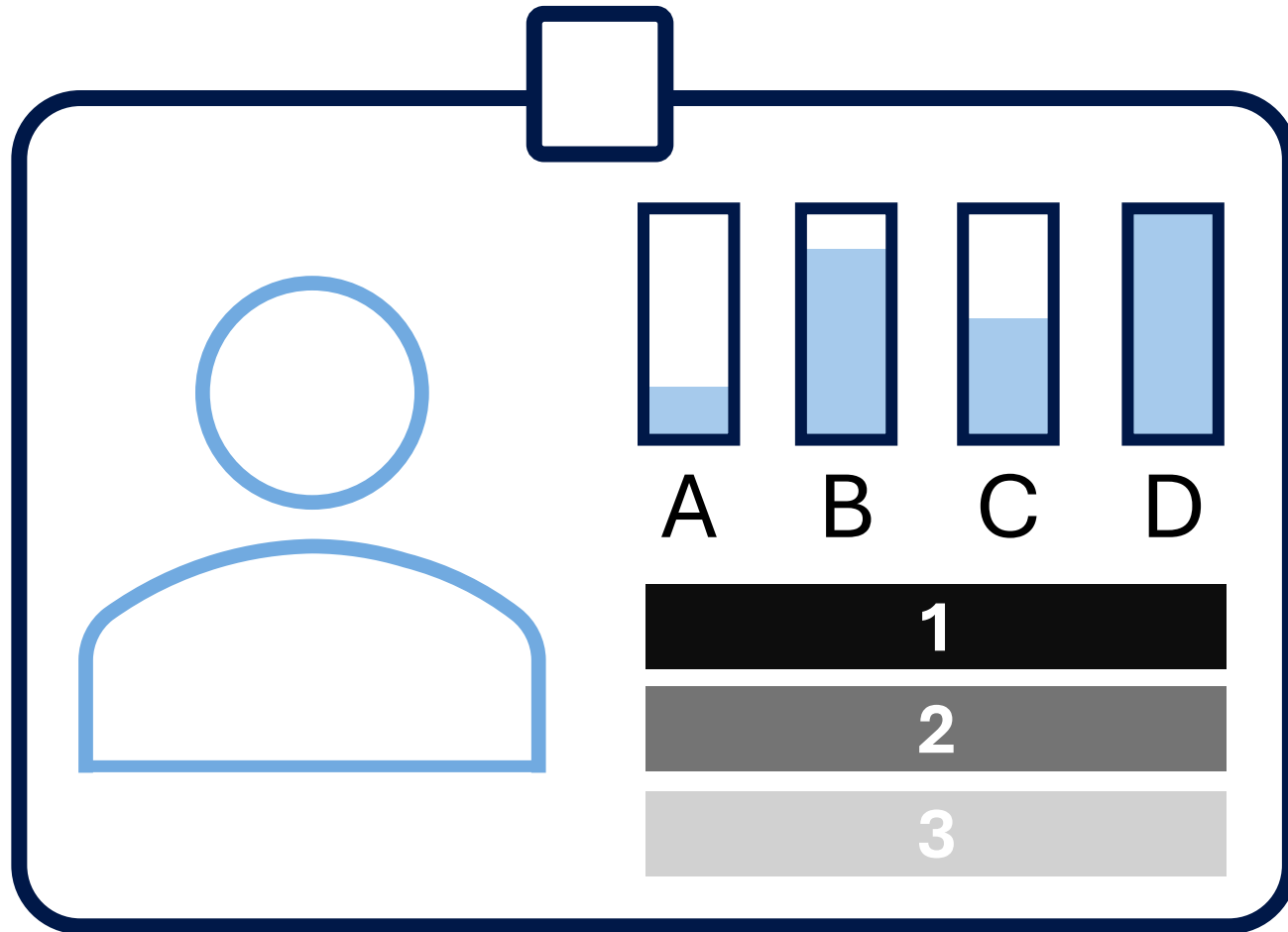


Visualisation



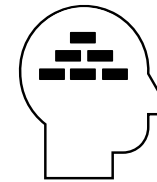
Mental Rehearsal

The Foundational Three



Influencing

We don't engage with stuff we can't change



Learning

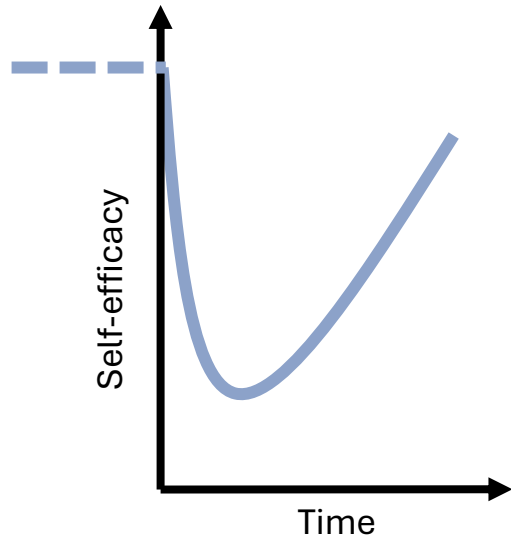
Success in anything is often just about understanding better



Coping

If we know we can deal with difficulty, then all doors are open

Dips & Spirals



STIMULI

- Role Change
- Responsibility Change
- Absence
- Challenging Feedback

SUPPORT

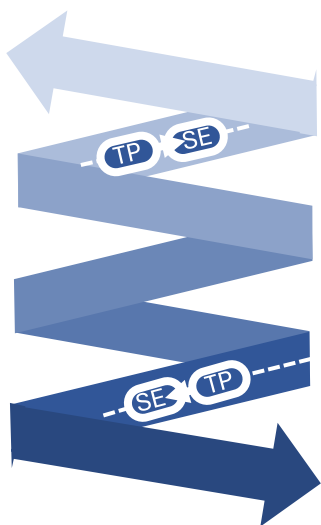
- Accurate job descriptions
- Effective induction
- Robust professional development
- Access to mentoring & coaching
- High psychological safety

IMPACT

- Acceptance of challenge
- Increased intrinsic motivation
- Improved recovery from setbacks
- Decreased aspiration
- Reduced effort
- Negative self-talk

STRATEGIES

- Remove barriers to success
- Redefine success (effort over outcome)
- Enable early success
- Increase the number of small wins
- Reinforce success through feedback
- Managing negative self-talk





What potential dips do you or members of your team have coming up soon?



1 The Power of Confidence

2 Confidence Curves

3 Mastering the 4 Ps

4 Bullet Proofing