



CONFIDENCE

Confidence refers to your thoughts and feelings in respect to performing tasks successfully in order to achieve a positive outcome.

A Be Braver mindset breaks confidence into two component parts giving you control of your confidence in areas you would like to be more confident.

Firstly by a rational and realistic evaluation of your competence through examining your actual skills and expertise relevant to the areas in question.

Secondly by understanding your beliefs and emotional experiences. Looking to the areas in question and separating the feelings and thoughts about your competence to your actual ability to complete the task/objective. Thus giving you tools to understand and manage them.

Expertise & Experience

In approaching this first exercise we remind ourselves we come from a mindset of acceptance that we are all on a learning journey. That the most anyone can expect of others, or themselves, is that we do the best we can with the skills, resources and knowledge we have available to us at any given time.

Identifying gaps in skills or experience signals a roadmap for growth. It builds confidence through the knowing of what is needed to achieve a positive outcome. It also helps you to define the resources that contribute to your situation and the sources of information and knowledge you have to draw upon.

Identify the situations, environment or spaces where you lack confidence?



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Audit & Assessment

You are now going to consider and appraise the experience / skills / knowledge you have to draw upon to evidence for yourself where you do or don't have the competence you need.

What is **Required** for anyone to succeed in this scenario?

SITUATION	SKILLS	KNOWLEDGE	EXPERIENCE	EXPERTISE	RESOURCES

Now map against these what you **Possess**

SITUATION	SKILLS	KNOWLEDGE	EXPERIENCE	EXPERTISE	RESOURCES



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Explore if there are any areas where you could develop further or **Access**

SITUATION	SKILLS	KNOWLEDGE	EXPERIENCE	EXPERTISE	RESOURCES

If needs be, look at this exercise from an outsider perspective or consider feedback you have been given – this is about suspending how you might **feel** about your abilities or competence and evaluating the reality. We will deal with how you think you feel about it next.

If you operate from a space of less fear, and in alignment with your values, what more is possible?

If you were to Be Braver would you be more compassionate with yourself or utilise resources, skills & knowledge more?

Lean on your values to stretch possibilities here. We are never a finished product, knowledge is not finite so neither should be your growth.



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Beliefs That Get In My Way

The things I believe I cannot, should not or could not do are:

Take just **one** of these examples and map out your initial response in the 'Today' column.

THOUGHTS

TODAY

BE BRAVER

TRIGGERS

What are they?

EMOTIONS

How do these feel?

POWER DYNAMICS

Where do they sit?
Who has control?

BEHAVIOURS

What behaviours does
this create?

EVIDENCE

What proof points do
I have?

Now, in the BE BRAVER column, complete the exercise from the point of view of changing anything that is within your control to change. If you had no fear and start from a place of 'I can', not 'I can't', what does that look like?

Limiting Beliefs

When we critically appraise our limiting beliefs, shifts in our experiences start to happen and behaviour change becomes possible creating different and better outcomes

Where does the limiting belief that this holds for you come from? Can you trace it?
[Parents, school, faith, partner, society].

What purpose does this limiting belief hold for you?

How different would it be without it?

What is a new strong, positive future facing belief?

What beliefs, aligned to your values and vision, are essential to your mental and emotional well being?

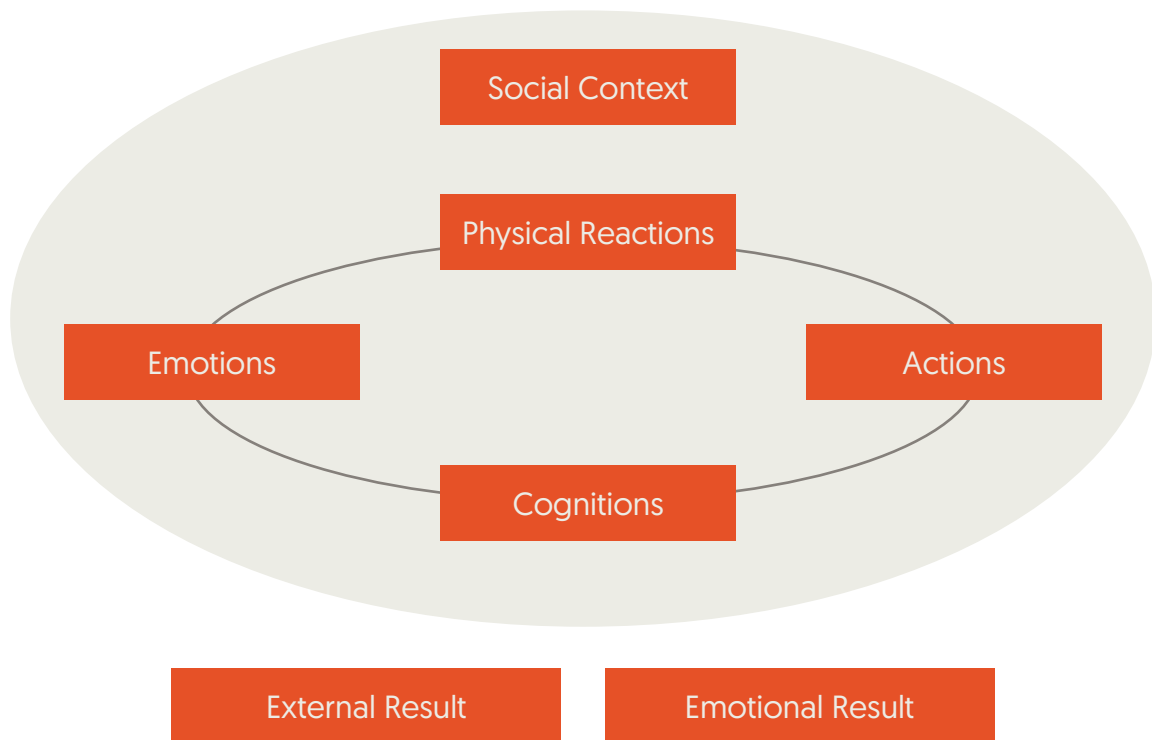
Additional tools on limiting beliefs





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SPACER Model



SPACER can help you break down the five dimensions of your experience so that you can see where change needs to take place.

The diagram helps you map your experience, and this process of objectification allows you to have a more analytical mindset about what you experience. Exploring the five elements of an experience draws out what happens for you and where it is problematic.

You can start anywhere on the mapping process, according to what the presenting concern is.

To begin, identify a problem/situation you are seeking to change.

**When I dare to be powerful, to use
my strength in the service of my
vision, then it becomes less and less
important whether I am afraid.**

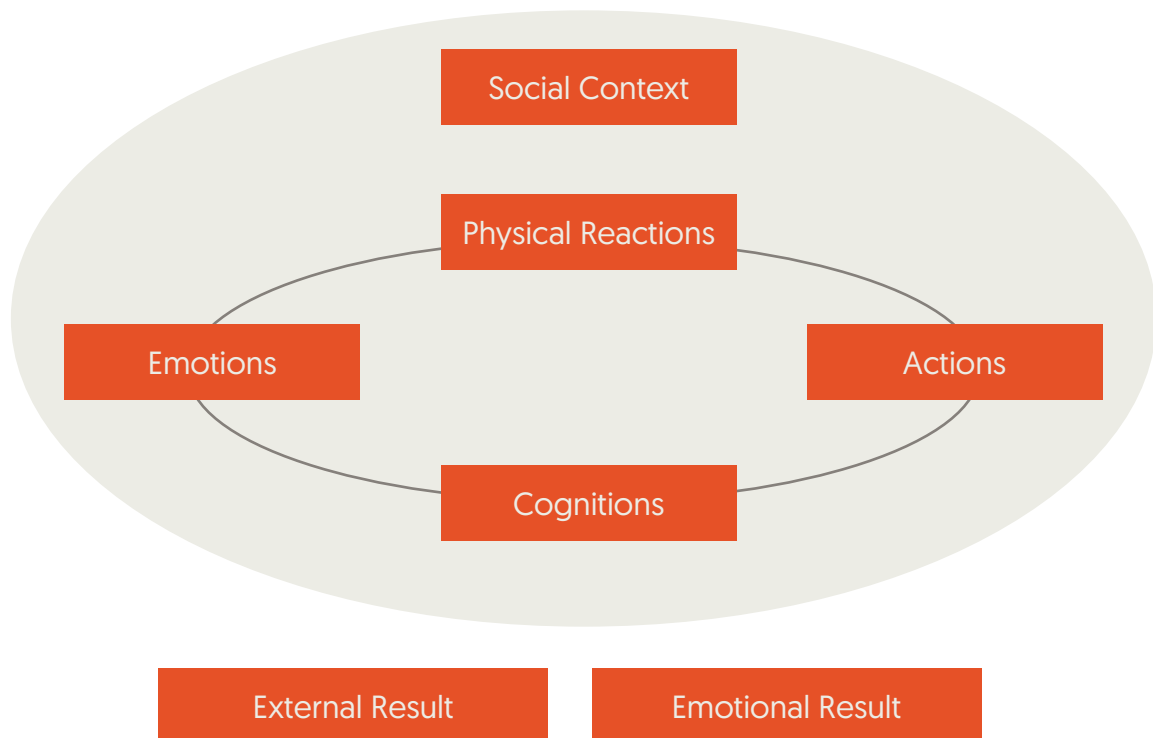
Audre Lorde

SPACER Model

Imagine you start by presenting a feeling of being stressed and worried.

- Using the SPACER model, you can see that this is the **E** – Emotions.
- So, what social context is this emotion connected to?
- How do you respond physically when you're stressed?
- What do you start thinking about? And what do you do?

Once you have completed and consider all the component parts, plot on a new model below, working from the result you would like to find. This exercise will highlight where and what change needs to happen.



STAR Model

The STAR model is a great way to help address a problematic situation that you encounter regularly.

It utilises the SPACER concept to explore the current situation you are facing, and then builds an alternative vision of how you would prefer it to be.

STAR stands for:

- Situation
- Thoughts and feelings
- Actions
- Results

The full STAR pattern charts what happens for you when you face the situation that causes a problem.

The process is simple.

Identify the situation that is causing concern and then list the thoughts and feelings that this situation creates.

Explore the actions that are a consequence of the thoughts and feelings, and then explore the results that are a consequence of the actions.

Once done, use the same structure to explore more positive options.

- What other positive options are there around the situation?
- What other options are there around the thoughts and feelings?
- What other options are there around the actions?
- What other options are there around the results?

Once various options have been identified you can choose which options you will adopt, and then test them out.

EXAMPLE

SITUATION	THOUGHTS & FEELINGS	ACTIONS	RESULTS
Speaking to the board about sales results.	<p>I feel nervous, sick and wish I could stay at home.</p> <p>I feel inferior, as though I am going to be caught out.</p> <p>I worry that they will think I am useless and I won't get a promotion... or I might even lose my job.</p>	I stammer and fumble over my notes.	<p>PRACTICAL: My boss keeps telling me I need to get over it, calm down and impress the board.</p> <p>My lack of promotion may be related to this.</p> <p>FEELINGS: I end up feeling rubbish again!</p>

STAR Model

Situation prompt

- What is the situation that causes you difficulties?
- Where do power and control show up?

Thoughts and Feelings prompt

- What does the situation cause you to think/feel about yourself?
- What do you think/feel about the situation itself?
- What does the situation lead you to think/feel about other people?
- What do you think/feel people are thinking about you?

Action prompt

- How do those thoughts and feelings lead you to act?
- What do you not do?

Results prompt

- What do you get as a result?
- What do you not get?
- How do you feel as a result?

EXAMPLE TEST PLAN

SITUATION	THOUGHTS & FEELINGS	ACTIONS	RESULTS
Sharing what I know about company sales performance	Realise that worse things happen at sea – keep things in perspective. Feel good about having this responsibility, since it means I have a purpose in the company. Enjoy the fact that I am improving. Feel good about what I do well. The results are information not reflective of me.	Meditate – get calm before the meeting. Seek out feedback. Make a note of what I do well and focus on that. Look at what I do less well as a chance to learn and be better at my job. Gain my boss's support.	PRACTICAL: I get my promotion. My board or boss congratulates me on my improved skills. FEELINGS: I feel really good to have improved! I look forward to the next time!

STAR Model

SITUATION	THOUGHTS & FEELINGS	ACTIONS	RESULTS

SITUATION	THOUGHTS & FEELINGS	ACTIONS	RESULTS

Reflection & insights to treasure forever

