

How To: Women's Confidence

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How To: Women's Confidence

This webinar forms part of our new How To series for 2023! This is the fifth webinar in our series – you can catch up now on our [Watch Again](#) page!

According to IEMA's 2022 State of the Profession survey, 30% of members stated lack of confidence/self-belief as a barrier to progression. This barrier is reported to effected women more than men (40% vs 19% respectively). In this session, Sarah Mukherjee and Traci Lewis will be discussing their experiences of growing their confidence throughout their lives, as well as sharing some practical tips on how you can develop your own confidence.

Your Speakers



Sarah Mukherjee MBE



Traci Lewis

Questions and Answers

- We will have a short Q&A discussion session at the end of the presentations.
- Send in your questions as we go through today's webinar.

Webinar slides and recording

This webinar is being recorded and will be made available for members on the watch again section of IEMA website



Imposter syndrome and confidence



Fake it until you make it



Prepare for meetings

- You are bringing something very special – diversity of thought and lived experience
- What are the points you really want to make?
- Who are your allies? Who can emphasise and agree with the points you make?
- What actions can you/do you want to take on?



Prepare for networking events

- Make an impact.
- Who are the two or three people you want to connect with?
- Find out about them and let them talk
- Follow up - LinkedIn, email



Further your career

- Don't be afraid of the cold call
- Network – get out there
- What's your brand? What's your passion?
- Blogs, talks – be a thought leader

Traci Lewis

My confidence journey

Connect with:

Traci Lewis

Linkedin

www.linkedin.com/in/tracilewis1

Catalyse Change CIC

Instagram

www.instagram.com/catalysechange/



Poll & Discussion



1. What level would you rate your overall confidence as being? (0 low - 10 high)
2. What is confidence? Behaviours - Body language & voice - Thoughts (mind talk) - All of the above
3. Answer the following question...If I were more confident, I would...eg. *Be more successful in my job – earn more money – travel the world*
4. Discussion: re no 2. what are confident and non-confident expressions of each one eg. Behaviours – Body language & voice – Thoughts (mind-talk)

Why women & non binary changemakers?

According to Claire Zammit, a coach, teacher, and founder of *Feminine Power Academy*:

- Women make shame-based stories 80 % more than boys and men.
- Women need to be 85 % sure they can speak confidently – with men, it's around 35 %.
- To apply for a job, a woman has to be over 80 % confident she is qualified, whereas men are likely to apply even if they only meet around 60 % of the requirements.

This isn't our fault – we live in a patriarchal society – where our culture supports the belief that men hold all the power.

But what can we do about it?

Feminine Power Academy, Claire Zammit <https://femininepower.com/>



What is confidence?

'Confidence is the stuff that turns thoughts into actions' Richard Petty

Confidence comes from accomplishment and a belief in capabilities.

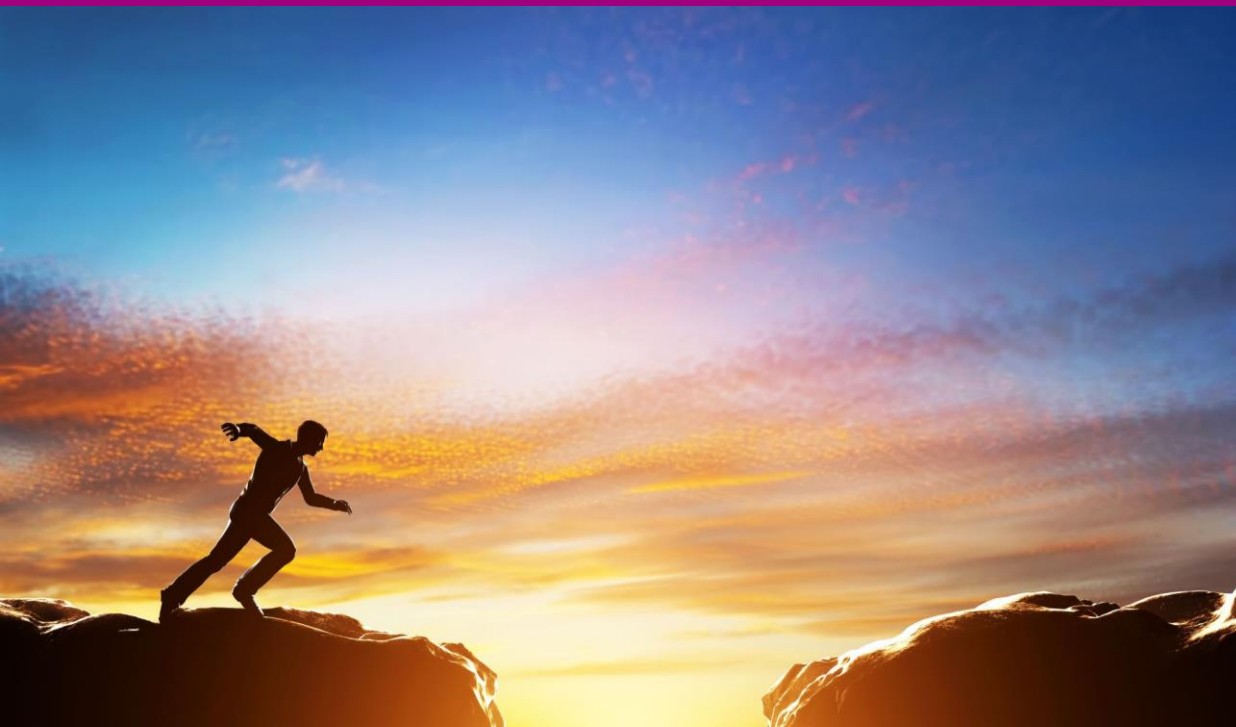
Confidence is about being able to recognise risks and still take action.

Genuine Confidence is a quality, an ability to rely on yourself and trust yourself, to be true to yourself and act on your core values, irrespective of how you are feeling.

A SKILL that can be LEARNT

IT'S a MINDSET - a set of BELIEFS.

Alchemy for the Mind, Create your Confident Core, Rhian Sherrington
The Confidence Gap, Dr Russ Harris



5 main causes of low confidence & how to deal with them

'It is not fear that keeps people stuck, it is their attitude towards it that keeps them stuck.'
The Confidence Gap, Dr Russ Harris



1. Excessive Expectations

Can you try to unhook yourself from perfectionist demands and engage fully in the task at hand?

2. Harsh Self Judgement

Develop & practice self-acceptance and self encouragement. Defuse (notice it, name it, neutralize it) from your mind's commentary.

3. Preoccupation with Fear

Make room for feelings of fear and if possible use it, try to notice and release old stories of failure/disaster/rejection and engage fully in the task at hand.

4. Lack of Experience

Step out of your comfort zones to get the experience you require. Connect with your values, make room for fear and get moving.

5. Lack of Skills

As above but also make sure you are working on the right skills which will really have an impact.

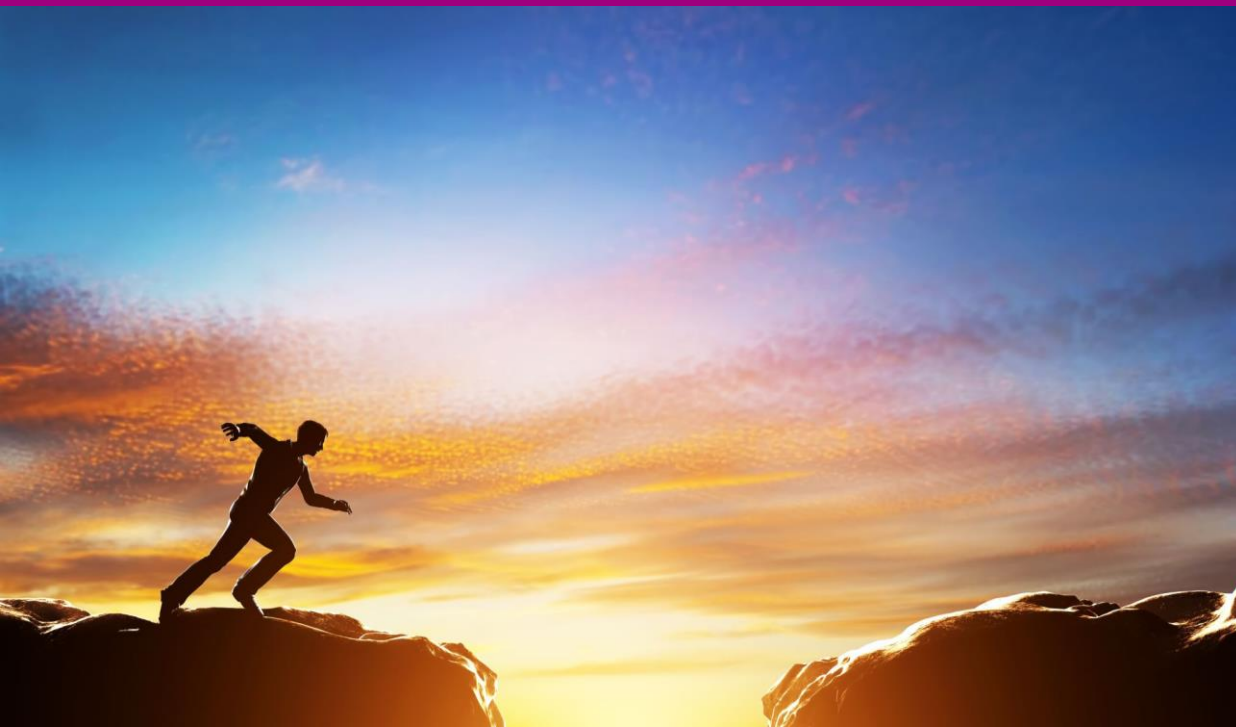
The the 3 C's of Confidence

Clarity: What does confidence mean to you? As if you seek something you must be clear on what you are looking for.

Competence: You feel confident when you get good at something – so develop competencies in places you need them.

Courage: This enables us to move through risk and uncertainty. So try practising it with the small things, as this helps us to build capacity and take action when the stakes are higher.

Alchemy for the Mind, Create your Confident Core, Rhian Sherrington



The confidence cycle

Persistence is the quality of continuing resolutely despite problems or difficulties.

Self development is the quality of working to improve, strengthen or advance your skill and abilities.



Practice the Skills – If you want to become confident at anything you have to practice.

Apply them Effectively – We then have to apply our skills effectively. This involves stepping out of our comfort zones. Mindfulness can help us transcend feelings of discomfort.

Assess the Results – We need to reflect on the results, what did and didn't work? Do it non-judgementally without beating ourselves up.

Modify as Needed – To develop and improve based on results. 'If you do what you've always done, you'll get what you've always got.'

Power of self-acceptance: 6 Steps for Rebounding from Failure

Unhook from unhelpful thoughts

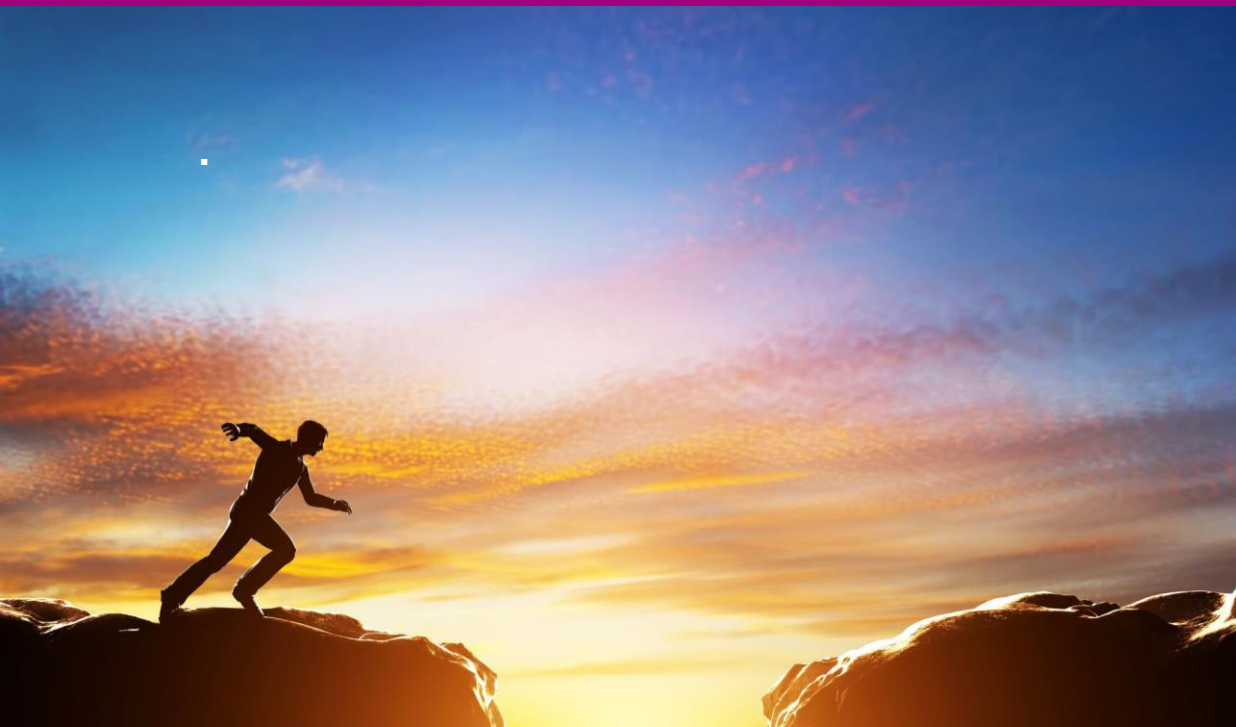
Make room for painful feelings

Be kind to yourself in word & gesture

Acknowledge what worked and appreciate any improvements

Find something useful to help you learn or grow.

Take a stand through acting on your values.



My Top Confidence Tips

Begin with the end feeling in mind

Creative visualisation

Power poses

Eco over ego

Values over emotions

Breathing

ACT mindfulness

(ACT – A=accept your thoughts & feelings. C=choose a valued direction. T=take action mindfully.)

***WHAT ARE YOUR TOP TIPS?
SHARE IN CHAT***



10 rules for winning the game of confidence

The Confidence Gap, Dr Russ Harris

The actions of confidence come first, the feelings of confidence come later.

Genuine confidence is not the absence of fear, it is a transformed relationship of fear.

Negative thoughts are normal, don't fight them, diffuse them.

Self-acceptance trumps self-esteem.

True success is living by your values.

Hold your values lightly but pursue them vigorously.

Don't obsess about the outcome, get passionate about the process.

Don't fight your fear, allow it, befriend it and channel it.

Failure hurts – but if you are willing to learn, it's a wonderful teacher.

The key to peak performance is total engagement in the task.

SHARE IN CHAT ANY WHICH RESONATE WITH YOU



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Questions

Connect with:

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Instagram

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Next time...

How To: Be Resilient

30th August

12:00-12:45 BST

Developing resilience is an essential skill. Knowing how to recognise the different stress factors and finding ways to cope with them improves your ability to bounce back after experiencing adversity. In this session, Hannah will discuss:

What is resilience?

Three-factor model of resilience

What factors influence our ability to 'bounce back' when we face with adversity?

The role of optimism!

How to build your own resilience toolkit

Your Speaker: Hannah Pearsall, Head of Wellbeing, Hays UK & Ireland

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Thank you

See you next time!