



Rethinking CONFIDENCE

*We can still
astonish the
gods in
humanity,
and be the
stuff of
future
legends,
if we but
dare to be
real ...*

Ben Okri

Why it matters

In times of uncertainty, it's normal to wobble. Our old animal brains tell us that our status, or relationships or autonomy are under threat, and this challenges our confidence.

If we can figure out how to retain and bolster our confidence during periods of change, though, it brings us a number of advantages:

- We can transcend and include – embrace new ideas instead of defending the status quo
- We can play and experiment
- We can approach challenges *con brio* – making swift, bold and principled decisions
- We can hold our nerve when things don't go to plan, and handle conflict when people don't agree.

What is it?

Confidence is *con fides* – with faith – so it has risk inside its definition, and it is relational – it exists in the space between us.

This means that it depends on trust – in our capability, in our authenticity and in our love and support for others.

Things to Try and Questions to Ponder

- How is your communication style working for you and your team? Have you framed the challenge in ways that people understand? Can you show your team your compass, even if there's no map?
- Quiet your monkey mind – try experimenting with mindfulness, meditation, yogi, walking – whatever works for you to help you show up as your most considered self.
- Start with your own why – let people see what motivates you every day.
- Use props – within reason! – what are the parts of your life, your loves, your passions that you can share with people? Team colours? Photo of pets? Favourite snack?
- Build cairns. Real and metaphorical. Help your team to name and own their achievements. Celebrate them!
- Think about how you can create space for people to think, experiment, express their views, and try new things. – agendaless meetings? Whiteboards?