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Author: **Closing The Confidence Gap**

**LEADING WITH  
CLARITY, CONFIDENCE  
& YOUR POWER WITHIN**

**TOOL KIT**

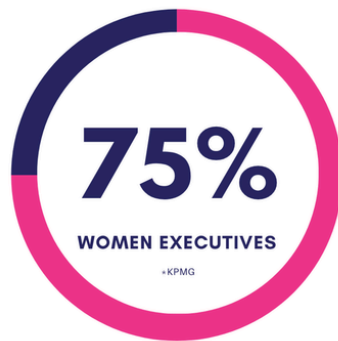
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# CLOSING THE CONFIDENCE GAP

## FROM "BUT FIRST" TO "WHILE ALSO"

What would you do if you felt more confident & empowered?

### WHO IS IMPACTED?



## BUT FIRST → WHILE ALSO

CLOSING THE CONFIDENCE GAP

<p>“</p> <p>I can suggest &amp; try new ideas <b>while also</b> nervous about what people think.</p>	<p>“</p> <p>I can step up as a leader <b>while also</b> feeling unqualified.</p>	<p>“</p> <p>I can try new approaches <b>while also</b> feeling like an imposter.</p>	<p>“</p> <p>I can have courageous conversations <b>while also</b> feeling uncomfortable.</p>
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**CONFIDENCE IS A SIDE EFFECT OF TAKING ACTION**

# DEFINE YOUR LEADERSHIP STYLE

## LEADING WITH CLARITY

### CLARIFY WHAT YOU STAND FOR SO YOU CAN:

MAKE THIS DECISION

COMMUNICATE THIS  
IDEA/ISSUE/FEEDBACK

ACCEPT/REJECT  
WELL-MEANING  
ADVICE

ADDRESS THIS  
CHALLENGE

GROW MY BUSINESS  
& MY TEAM

DEFINE MY LEADERSHIP  
STYLE/BRAND

- What adjectives do I want people to use to describe me as a leader?
- Who do I admire? What are three words to describe them? (values clues)
- What qualities must be present to make work/relationships meaningful?
- *BONUS QUESTION:* What makes me feel angry/resentful? (A clue a value of yours has been crossed)

### MY VALUES:

#### 5 EMPOWERING COACHING QUESTIONS

- Is my approach aligned to my values?
- Is this moving me closer to the leader I want to become?
- What legacy do I want to leave in my work? My clinics? My clients?
- Is my team aligned to my values?
- What's worth doing, even if others disagree?

**IF YOU DON'T KNOW WHAT YOU STAND FOR,  
WHAT WILL YOU SETTLE FOR?**

# CORE VALUES WORD LIST

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Accountability	Professionalism	Inner Harmony
Accuracy	Prudence	Inquisitiveness
Achievement	Quality-orientation	Insightfulness
Adventurousness	Reliability	Intelligence
Altruism	Resourcefulness	Intellectual Status
Ambition	Restraint	Intuition
Assertiveness	Results-oriented	Joy
Balance	Rigor	Justice
Being the best	Security	Leadership
Belonging	Self-actualization	Legacy
Boldness	Self-control	Love
Calmness	Selflessness	Loyalty
Carefulness	Self-reliance	Making a difference
Challenge	Sensitivity	Mastery
Cheerfulness	Serenity	Merit
Clear-mindedness	Service	Obedience
Commitment	Shrewdness	Openness
Community	Continuous Improvement	Order
Compassion	Contribution	Originality
Competitiveness	Control	Patriotism
Consistency	Cooperation	Simplicity
Contentment	Correctness	Soundness
Excellence	Courtesy	Speed
Excitement	Creativity	Spontaneity
Expertise	Curiosity	Stability
Exploration	Decisiveness	Strategic
Expressiveness	Democraticness	Strength
Fairness	Dependability	Structure
Faith	Determination	Success
Family-orientedness	Devoutness	Support
Fidelity	Diligence	Teamwork
Fitness	Discipline	Temperance
Fluency	Discretion	Thankfulness
Focus	Diversity	Thoroughness
Freedom	Dynamism	Thoughtfulness
Fun	Economy	Timeliness
Generosity	Effectiveness	Tolerance
Goodness	Efficiency	Traditionalism
Grace	Elegance	Trustworthiness
Growth	Empathy	Truth-seeking
Happiness	Enjoyment	Understanding
Hard Work	Enthusiasm	Uniqueness
Health	Equality	Unity
Helping Society	Holiness	Usefulness
Perfection	Honesty	Vision
Piety	Honor	Vitality
Positivity	Humility	
Practicality	Independence	
Preparedness	Ingenuity	

# LEAD WITH YOUR UNIQUENESS

## LEAD WITH CONFIDENCE

- What unique perspectives can only I offer?
- Where does my experience set me apart?
- Where do I lose track of time? "Geek out?"
- Ask others: What exactly am I doing when you see me at my best?

### NOTICE YOUR ENERGY:

Struggling to clarify your unique talents? Sometimes it's easier to list what they aren't, so don't overlook making a list of things you're doing that are energy sappers or stallers. Along with answering the unique talents questions, reflect on your tasks and calendar over the last 2-3 weeks. Note items that surge your energy with a +, are neutral with a =, and drain your energy with a -.

Note your findings below. Where are you spending your time? What about your team members' time?

Energy Sappers \_\_\_\_\_%

Energy Stallers \_\_\_\_\_%

Energy Surgers \_\_\_\_\_%

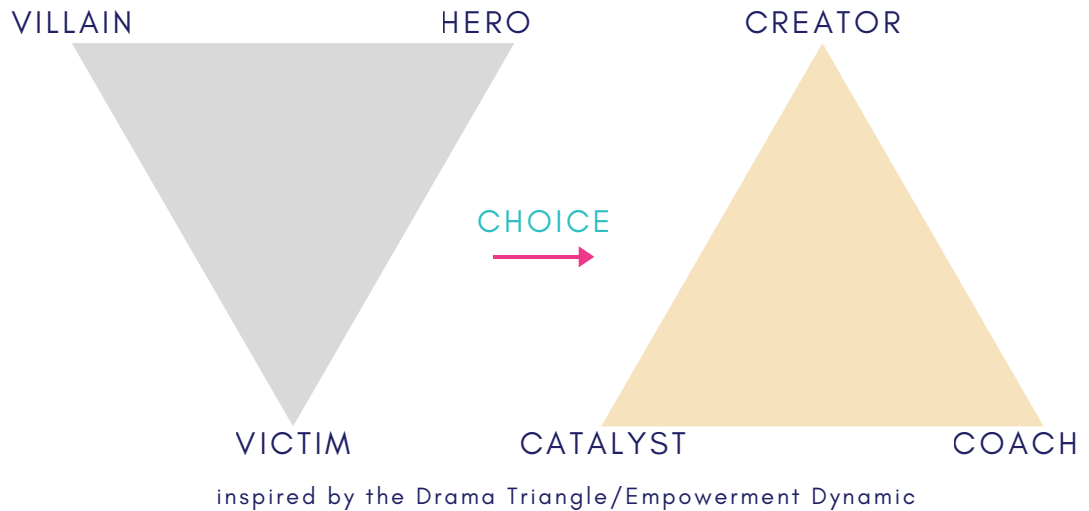
### LEAD WITH YOUR UNIQUENESS COACHING QUESTIONS:

- **REFLECTION:** What are my unique talents? What did others see that I can't see about myself?
  - What talents must I use to fill fulfilled at work? How will these talents set my team and business apart from others?
- **CONSISTENCY:** At what intervals will I periodically dump, delegate and outsource work outside my genius zone? (Put this on your calendar)
  - Where can I stop comparing myself to others?
- **ADVOCACY:** What conversations do I need to have with my team to share my unique talents and discuss how to incorporate them in our work? In our growth plans?
  - What's the benefit to identifying my team's genius zones and how will I do this?

### HOW WILL I USE MY UNIQUE LEADERSHIP TALENTS TO GROW MY TEAM AND MY BUSINESS?

# POWER WITHIN

## EMPOWER YOURSELF & YOUR TEAM



### SHIFT FROM INTERVENING TO EMPOWERING

#### INTERVENING (HERO)

Intervenes  
Lives on "Helpers High"  
Soothes (removes pain)  
Fixes  
I'll save the day! mentality  
Oversteps boundaries



#### EMPOWERING (COACH)

Encourages independent solving  
Trusts others  
Inquires / curious  
Holds space for discomfort/learning  
Supports without taking over  
Sets and honors healthy boundaries

*When we intervene, we are often unaware of how we use empathy to the point of being disempowering*

### EMPOWERING COACHING QUESTIONS

- What's been your (my) current approach?
- What else could you (I) try?
- What strategies do others use to solve this problem?
- How could you (I) do \_\_\_\_\_ while avoiding \_\_\_\_\_?
- What moves us closer to our goals?
- Am I focused on being right? Or on shared success?

**TO EMPOWER OURSELVES & OTHERS, WE MUST GET COMFORTABLE WITH THE DISCOMFORT OF GROWTH.**

# CLOSING THE CONFIDENCE GAP

CURRENT STATE

FUTURE STATE



WHERE I CLOSE  
THE GAP

MY BRAVEST NEXT STEP "WHILE ALSO" IS...

LIKE THE TOOLS I SHARED WITH YOU TODAY?  
I send out leadership and confidence tips and actionable  
strategies every tuesday! Get on the list by scanning the code!



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