



Could this be the key to improving your performance and the performance of your team?

By Julie Parker

You have an image - an identity - of who you “know” you are. This is your self-identity. And you are a slave to it.

If you perceive yourself to be competent in a task, you will tackle it with confidence and an expectation that you will succeed. However, if you’re lacking in confidence and don’t believe in your capabilities, your management of the task will be very different.

Consider elite sports. It is widely accepted that the success achieved by sportsmen at the top of their game is 20% skill and 80% self-confidence. In fact, a 2009 study of 14 athletes (7 men and 7 women) found that high self-confidence is synonymous with not only effective cognitions, but also their ability to retain appropriate competition focus. With increased self-confidence, the athletes became less distracted about what their other team-mates were doing and what the scoreboard said and simply concentrated on themselves.

Another finding in studies on generating peak performance is that high self-confidence leads to greater happiness and enjoyment in completing tasks and challenges.

Self-confidence is your opinion of yourself and how capable you perceive yourself to be. Understanding the enormous impact it has on your personal performance - and the performance of your team - is crucial if you want to see better results.

Low self-confidence

Low self-confidence can be a result of:

- Past experiences;
- People in your life;
- Your upbringing;
- Trauma;

- Bullying, discrimination;
- Messages in the media;
- Relentless negative self-talk; and
- Low self-confidence (low self-confidence feeds low self-confidence).

The meanings you attach to the events and experiences of your life dictate your self-identity. If the meanings you attach (most of which occurred when you were a child) are unhelpful, your self-confidence will be threatened.

A lack of self-confidence leads to limiting beliefs, imposter syndrome, perfectionism, limited success and limited opportunities. It also leads to lower self-confidence!

The subconscious self-talk sounds like “*I’m not capable of that*”, “*I will likely fail*”, “*I am not good enough.*”

Quite fatalistic, isn’t it!

High self-confidence

High self-confidence looks very different. People who possess a high level of self-confidence are:

- Quicker learners;
- More adaptable to change;
- Eager to tackle new, unfamiliar work;
- Aspire to higher goals and dreams;
- Resilient;
- Less anxious;
- Seem to attract better opportunities;
- Achieve greater success; and
- Maintain their high level of self-confidence.

The subconscious self-talk of the self-confident individual sounds more powerful:

“*It doesn’t matter if I fail. I will be successful for having tried.*”

“*If others can do it, so can I.*”

“*I am capable of learning anything I put my attention to.*”

Building your self-confidence

If you are lacking self-confidence, your performance will be compromised. If you want to be “better” and achieve more successful results, then implement some or all of the following steps and commence the work to build your self-confidence. And this is truly “work”: it requires commitment, discipline and relentless repetition.

- Take on challenging things;
- List all the reasons why you should feel confident;
- Physical exercise;
- Become more self-reliant;
- Improve your self-esteem by encouraging yourself to believe in yourself;
- Improve your body language; and
- Repeat the mantra “*I am powerful, capable and confident*” over and again until it replaces your negative subconscious chatter.

Building up your self-confidence is a journey. As you put the above steps into action, you will find your opinion of yourself and what you are capable of slowly improving. Another helpful step is to watch JPPS co-founder and host of *The Charles Kovess Show* speak on this very topic in *Episode 26 - Secrets and Insights to Self Confidence*.

Go to this link:

<https://youtu.be/8LwEQbRy-6M>

Helping your team members build self-confidence

Building the self-confidence in your team members will lead to them delivering stronger and better performances. Additional helpful behaviours will also become evident as they feel themselves become more and more capable.

Confident Behaviour	Behaviour Associated with Low Self-Confidence
Doing what you believe to be right, even if others mock or criticise you for it.	Governing your behaviour based on what other people think.
Being willing to take risks and to go the extra mile to achieve better things.	Staying in your comfort zone, fearing failure and avoiding risk.
Admitting your mistakes and learning from them.	Working hard to cover up mistakes and hoping that you can fix the problem before anyone notices.
Waiting for others to congratulate you on your accomplishments.	Extolling your own virtues as often as possible to as many people as possible.
Accepting compliments graciously. "Thanks, I really worked hard on that project. I'm pleased you recognise my efforts."	Dismissing compliments offhandedly. "Oh that project was nothing really, anyone could have done it."

Here are suggested steps to help boost the self-confidence - and therefore performance - in others you work with:

- Publicly and privately acknowledge "wins";
- Provide opportunities for growth;
- Create an environment of learning;
- Give autonomy with support;
- Embrace mistakes (mistakes are crucial to learning and developing any skill);
- Remind people of their capabilities;
- Tell them "I know you can do this." "I have confidence in you.";
- Ask them to train others; and
- Celebrate wins along the way.

Your level of self-confidence determines the size of the goals you set for yourself, the energy you bring to your per-

**"Each time we face our fear,
we gain strength, courage
and confidence in the doing..."**

Theodore Roosevelt

formance and the persistence you apply in the achievement of your success.

If you find that you are struggling in your efforts to improve your personal

results and if you find that your team are finding the same challenge, taking passionate and committed action to build your levels of self-confidence could be the key.

About the author

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