

Connect the Dots Consulting, we are committed to providing practical and timely leadership coaching and development. At a time when leaders are stretched to the limit, we want to share a Toolkit for effectively leading and connecting with your teams.

## ToolKit: Building Leadership Confidence

**Understand when a lack of confidence may be the source of issues and provide your leaders with strategies to build leadership confidence.**

We have all had the experience of working for a confident leader who has a strong sense of their own abilities. Confident leaders inspire and motivate their teams. Leaders who lack self-confidence struggle to align their teams, make effective decisions, and achieve results. It is painful to be on this team.

Of course, this is a tough and uncomfortable place to be, and no leader wants to be here. At the same time, it can be difficult for a leader to voice their lack of confidence. Therefore, it is important to appropriately surface this topic if the leader does not bring it up on their own.

### SIGNS YOUR LEADER HAS LOW LEADERSHIP CONFIDENCE:

- Stays in the “safe-zone”
- Hesitates to make decisions
- Asks team for multiple iterations and analysis
- Lacks a clear strategy and action plan



### STRATEGIES TO HELP LEADERS BUILD CONFIDENCE:

- 1 Identify what you do well.** This question opens the door to itemize abilities that have led to successes. Example: you may be one who thinks strategically, someone who can look at the big picture and see opportunities.
- 2 Outline why others should follow you.** It’s important to have a strong sense of self for others to follow you. When have you mobilized yourself and your team to tackle a tough assignment? Perhaps you have taken a failing project and turned it around or addressed a complex customer issue that resulted in a win-win. In these instances, and others, you have given people a reason to believe in your ability to get things done.
- 3 What have you done to earn the trust of others?** Answers to this question will remind you of what you have done to instill followership. You may have defused a conflict between two colleagues or taken a chance on a team member who needed extra coaching. Maybe you always accept accountability and ensure the appropriate person gets credit.

### INCREASE CONFIDENCE THOROUGH ACTION



**The next step is to build on this foundation to increase confidence through action:**

- Take an intentional risk and learn from it.
- Make a decision that you have been deferring. Remember that leaders rarely have more than 75% of the information needed for decisions.
- Outline a short-term plan, for a month or a quarter, then communicate and align your team around the plan.

**It’s important for leaders to accept that they will make mistakes and it’s okay to do so. Learning from these mistakes will allow them to continue to build confidence and get their desired outcomes.**

We would appreciate hearing from you about which strategies are working or not working in our evolving workplaces. Please drop us a note, follow us on LinkedIn and Twitter, or check out our [website](#).