

## Busting the Myths – You Need Confidence

The word confidence is often used without being clear what it actually means. There are many levels of confidence. John Leary Joyce, a psychologist and Chair of the Academy of Executive Coaching, refers to four levels of mental states:

*Self-Hatred where there is no resilience; Self-Doubt where there is an inner critical voice that is destructive; Self-Belief, and finally Self-Esteem where there is true compassion.*

There are different forms of confidence:

*Self-efficacy  
 Courage and determination  
 Self-actualisation  
 Being in flow  
 Self-acceptance  
 And I'm sure many more!*

The type and level of confidence needed for resilience is unclear. We relationship between resilience and confidence is two-way: secure bases deliver resilience as an outcome, and in the living of resilience, secure bases are supported, extended and created. We describe the relationship with secure bases and resilience as a 'Generative Loop' based on learning.

The original Resilience Engine research illustrates that you need self-acceptance, not self-esteem or even self-belief, to be resilient. You need a deep self-acceptance of:

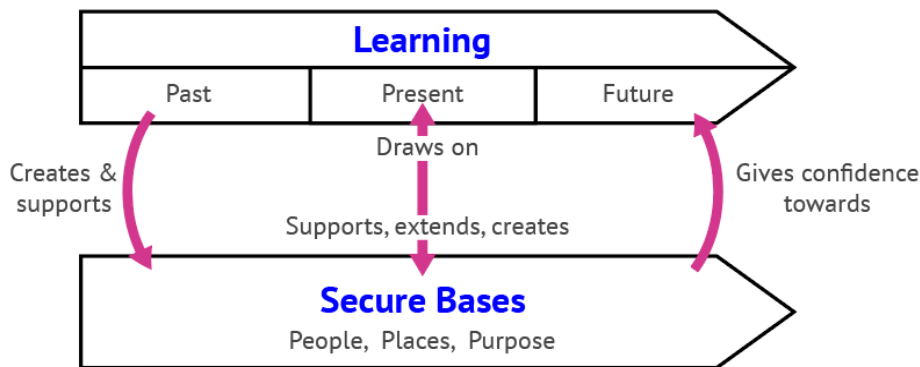
<b>Your own power and voice</b>
<b>Where you get hooked or held hostage</b>
<b>What you need and don't need</b>
<b>Where you do not have strong ability</b>
<b>You in relation to others</b>

Self-acceptance is at the heart of personal resilience, and is enabled massively in the Top Enabler 'being present'. Other Resilience Engine factors that delivers confidence come into play and they can be summarised as follows:

<b>Setting boundaries for safety</b>
<b>Maximising your energies, so you can act successfully on the meaningful things in your life</b>
<b>Learning, learning, learning. And as part of that, forgiving yourself and others when you or they mess up.</b>

In the living of resilience, confidence flows. The Resilience Engine sees the relationship between confidence and resilience as a generative loop:

### Resilience and Confidence “The Generative Loop”



Secure bases can be drawn on in the moment of any situation, by bringing them into your attention, your memory, or indeed how you feel. They give you a lift, a burst of energy, inspiration to keep going or to look about for other options, or to shift towards something more meaningful.

Knowing that these secure bases work for real for you in your day-to-day work and life is what delivers confidence in your future.

If you're lucky, educated and have a great family, you will have a strong set of secure bases. If you do not, you need to build these bases.

The Resilient Way contributes to, enhances and indeed creates secure bases:

<b>The learning from your past experiences contributes to how your secure bases support you and give you safety.</b>
<b>Difficulties of previous relationships, where maybe your boundaries were badly managed, will help you understand which people now really can and do act as a secure base for you.</b>
<b>Challenges that you have overcome will enhance your sense of purpose or meaning today and in the future.</b>
<b>When you do come through a period that is tough, you realise how important your secure bases are to you. And that enhances your level of security in what you're about in this world.</b>
<b>New meaning in your life, whether new places, new relationships or new purpose, all can form new secure bases.</b>

Living in a more Resilient Way in the present enhances your secure bases. The more you invest in your relationship with these secure bases, the more they provide that sense of both security and inspiration to take risks.

## Applying the Resilient Way

Reflect on the follows. You can do this as a solo or team exercise.

### Step 1: The Secure Bases



#### Review

What are your secure bases? Include all the people, places, purposes, events, activities etc that provide you with both a sense of security and inspiration. How often do you invest in each of these? Which are the most straightforward for you in your life? Which might be complex? (Often relationships fall into this.)



#### Change

How might you draw on all your secure bases more? For those secure bases that you find complex, how might you make them simpler and more accessible to you?



#### Commit

Invest specifically in your most important secure bases.

### Step 2: Learning



#### Review

If you have sufficient capacity for learning (i.e. not overwhelmed by things you are having to cope with, or just fatigued because of being so busy).



#### Change

What do you need to learn in order to let go of, or move on from, issues in your past?



#### Commit

Accept the truth about your own fears and doubts. Being able to be vulnerable is resilience enhancing, and therefore confidence enhancing.