

Podcast Episode #022

## Smart Strategies for Building Genuine Confidence

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**Announcer:** Welcome to the Lift Off Project with Coach Pamela.

**Pamela:** Hi and welcome to the Lift Off Project. I'm Pamela Mitchell, your host and your coach. This is the podcast devoted to helping you meld your professional self and your personal self into an enhanced version of your best self. My goal is to help you take control of your work and your life, feel more relaxed and confident, and experience the satisfaction and fulfillment of a sustainable successful life.

Today's topic is "Smart Strategies for Building Genuine Confidence." In Tales from the Coaching Front, we're going to talk about our tendency to dismiss our superpowers and how you can turn this around. In Ask Coach Pamela, I answer a question about how to get started on your reinvention even when you're busy. Lots of great stuff on tap for you today, so let's get this show started!

**Announcer:** Now, it's Tales from the Coaching Front.

**Pamela:** I recently had a coaching call with a client who was talking about going to a meeting that felt incredible to her because it really just showcased her talents. She felt like she was in her groove and in her flow and things just came really, really simply and easily. She just walked out feeling incredibly powerful. Because she had that sense of ease, it just felt very fun for her. She brought it up in her coaching session because she had this thought in her head like, "Maybe something was wrong because it was so easy." We started delving into it because she realized that she had this belief that because it was easy, it wasn't the right thing. I thought about that because in truth, we really do have this thing about things that come easily to us being somehow wrong. You might find that thought lurking in the back of your mind.

What I call this is falling into "The Five Best Ways" trap. That is those articles that we always read online or in magazines that say, "Hey, this is the five best ways to do something." You know about that because you're reading that article and you're thinking, "Oh my God, I am not doing those things." Sometimes we are doing those things. We're



like, "Yeah, yeah, I am on point with that." The problem with those articles is that they introduce the comparative mind. So we think either, "Hey, I'm on point, I'm good," or, "Oh my gosh, I am not doing it that way and I am deficient."

Whenever we have those lists, those comparative lists, and we're looking at someone else thinking, "Gosh, they're doing that so great, I somehow am not as good," that causes a lack of confidence. The way that we can build genuine confidence is to begin looking at who we are, like my client who was in that flow but somehow thought that that skill, that talent that she had, was suspect. First, what you want to do is not look at the things that come easily for you as suspect. You want to embrace who you are and to work with who you are, what we called in our session "working with your superpower." I'm bringing that to you. You want to work with your superpower instead of against it.

If it's easy for you it's a good idea. Ah, radical thought there. Yeah, we want to follow our talents. Now, here's the thing about that. It might sound a little bit cliché like, "Oh, follow my talents if it's easy." You're thinking, "Yeah, of course I do that," but no, it's a little bit more insidious than that. For example, I was reading an article this morning from a very famous blogger who talks on productivity because I love all these little productivity things. This blogger was talking about the way to be most efficient. He's writing about how he gets rid of to do lists and he has just one thing that he's going to accomplish for that day. Then once he accomplishes that one thing that he has for the day, because now he has no list because there's only one thing to accomplish for the day, then he can take off and do whatever he wants. He can goof off or whatever.

I'm sitting there thinking, "Okay, does he not have anything else in his life that he can just do one thing in that day and then the rest of the day can be goofing off?" I don't know, I'm like, "What is going on that something else can't be done or there's nothing else on his list?" I understood what he was getting at in his article, it was really about focus. What I had to think about is, "I got a lot of things to do and probably he does too but that was his most efficient way of doing it."

I thought back to this assessment that I had recently taken called Kolbe A. It's not a personality assessment, it's not like Myers Briggs or anything like that. The Kolbe A Assessment uncovers how you will and won't take action. I had found this to be incredibly enlightening because it really highlighted for me the best ways that I get motivated and when I actually am more efficient. What I found out from my Kolbe A Assessment is that my best way to organize is to adapt, that I am great at switching tasks frequently, and doing several things at once. That is completely opposite to what this blogger was recommending. He was recommending doing one thing at a time. What I found in looking at my Kolbe A is that would cause stress for me because I do, in my day, like to switch between two or three different things.

Now, I'm not one of those "multi-taskers" because we know, science has shown, that multitasking is a fallacy. In fact, what's happening is that we're rapid switching, we're moving between different tasks and my mind really loves rapid switching. Not that I can't get into a groove and be focused but I do like to switch things up. I needed to begin to



work with that superpower of switching things up and doing several things at once instead of working against it by taking on this “best way” that I'd read about to be more effective and efficient and get things done.

For you the key thing, my lovely Liftoff listener, is to gain insight into your talents and how you like to operate. What is your preferred way? Maybe you are one of those people who can focus. I love that, that's great. Maybe you're like me where you're a rapid switcher. Whatever it is, embrace who you are and how you like to operate and structure the systems of your life to accommodate that. Here's the thing, if you're not great at a particular thing, don't try to force yourself into that box. Acknowledge what you are great at and then build those structures around you so that you get to do more of what you're great at. Then you can just compensate for the things that you're not. Don't try to make yourself be who you aren't, just work with your own superpower. Then build systems around you to accommodate the parts that you're not so great at.

What this does is it unlocks the power that is within you. It puts you on the road to building confidence instead of that fleeting moment of, "Oh I feel confident," but then feeling inside a little bit unsettled or, "Maybe this isn't really who I am." When you decide, "I am just going to build everything in my life around what I'm great at and whatever I'm not great at I'm going to build a system to accommodate that so I don't have to do it," then this helps you build genuine confidence.

**Announcer:** Got a question? She's got your answer. It's time for Ask Coach Pamela.

**Pamela:** In today's Ask Coach Pamela, I am answering a question that I get so very frequently. People come to me and they say, "You know, I really want to launch a career reinvention but I am too busy right now so I have to wait until things quiet down." Maybe they're waiting because there's going to be a natural break where they're going to leave their job and they think they should wait until they have more time to launch their reinvention. This is a big issue because it's a myth that you should wait until you have a bunch of time to launch your reinvention for a couple of reasons.

Number one is that if you wait until you have a bunch of time, sometimes we just never get a bunch of time. Right? We keep thinking, "Oh, my schedule's going to open up a little bit and then I'm going to be able to just dive right in," but that moment never comes. Somehow six months, eight months, a year passes and that intention that we set to get moving on whatever it is that we want to create, we've made no progress on it. If you have a natural break, perhaps you're leaving your job or you're retiring or there is some break where you're going to have a lot of time down the road and you think, "I should just wait until then. Then I can just dive right in and pay 100% attention to my reinvention."

Well, what I'm here to tell you is that that is an incredibly stressful way to go. As a person who's been working with people on their reinventions since 2003 and a person who's gone through a couple of her own reinventions, I really don't recommend waiting. When you have 100% of your attention on your reinvention you will focus on every little thing.



Every little thing, if it doesn't move, you will feel anxiety. You feel your time differently, it's what I call search time versus work time. When you move into search time, which is when all your attention is on how you're moving towards your goals, that is really stressful. If it takes somebody a week to get back to you, you feel every single day of that week.

Whereas if you're in work time, meaning you're busy with something else, it's not always work but just busy. You don't necessarily notice that three days have gone by. It doesn't feel as stressful that it takes someone a couple days to get back to you or you haven't heard back on something. I really recommend that you begin to launch whatever you want for your reinvention right now; take those first steps. The question is, how do you squeeze in those tasks of reinvention into a really busy schedule because this is a real life reinvention. We're not talking about in some airy fairy world where, "Hey, life always just falls into place."

No. There are lots of things and lots of demands that we have to face when we want to actually create something. What you want to do is what I call "the rule of five." This means that you want to figure out what you're going to do if you have five minutes, if you have 15 minutes, if you have 50 minutes, and if you have five hours. You think about your slots of time in that rule of five and you think about what tasks you can do in those slots of time. Now here's the thing. You don't want to wait until you have five minutes or 15 minutes to try to figure out what you're going to do. You want to come up with your ideas in advance so that you're ready when you have that slot.

What are you going to do when you have five minutes? Make a list right now. A couple things. You might want to make a quick call to somebody or make a quick reply to an email or do a quick Google search. Those are things that can fit into five minutes. You can read an article in 15 minutes. You can send out a networking email in 15 minutes. You can surf your blog feed and save articles, one of my favorite things. What can you do in 50 minutes? These are your deeper tasks. You can make a list of your accomplishments. You can do your vision exercise from my Career Reinvention 101 Free Mini-Course. You might want to pick that up.

What can you do in five hours? That's an afternoon so you can really dive into something there. You might update your LinkedIn profile or you can revise your resume. Those are those big tasks that take a lot of time and a lot of attention.

In wrapping up, you want to think about what Seneca, one of my favorite philosophers says: "Luck is what happens when preparation meets opportunity." Be prepared, figure out your "rule of five" in advance for when you have the opportunity for 5 minutes, 15 minutes, 50 minutes, or five hours. Do what you're going to do and then luck can be created for you in terms of creating the reinvention you want.

That's it for this segment of The Liftoff Project. Be sure to visit our website, [theliftoffproject.com/podcast](http://theliftoffproject.com/podcast) where you can download a transcript of today's episode. If you want that free Career Reinvention 101 Mini-course I mentioned, you can just text



Career 101 to 244222 and we will email that to you. Yeah, just text Career 101 to 244222 and we will get that out to you right away. Also, if you have a question for an upcoming segment of Ask Coach Pamela, go to [theliftoffproject.com/question](http://theliftoffproject.com/question) and leave me a voice mail. If I answer your question in a future episode I will send you a free deck of reinvention cards as a gift, so leave me a voice mail and I will send you a present! You can also connect with me on Twitter, Facebook, and Instagram @TheCoachPamela. And if you enjoyed this episode, please leave a review for us on iTunes. Your feedback truly does make a difference.

Today's Liftoff inspiration comes from Debbie Ford who says, "This is the time to take off the shell of your past and step into the rich possibilities of your future." So do that today. Thank you for listening and remember: why settle for good when great is waiting? Take one small step this week to lift your life. Bye for now.

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