

# Competence and Confidence



WOMEN IN  
LOCAL GOVERNMENT  
CONFERENCE  
8 - 9 MARCH 2023



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How can I ensure that my **competence** is not hidden behind a lack of confidence?

2

How do I make sure that my **overconfidence** isn't leading me into trouble?



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EMPOWERED

CONFIDENCE  
IS WHEN YOU ARE  
CERTAIN ABOUT  
THE TRUTH OF  
SOMETHING

”

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EMPOWERED

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SUCCESSFULLY OR  
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”

## Activity time

How are Confidence and  
Competence linked?




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Both Confidence and  
Competence are based on

Belief and/or Feeling  
Knowing and/or Experience  
Reliable source, data, or intel

**CHOICE**



**Age 16 we start to realise our constraints, which  
leads to our confidence being crushed.  
Boys lose 30% and Girls lose 50%**



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# Neuroscience of Confidence

- Confidence affects every decision you have ever made or ever will make.
- To have impact in the world confidence is a **requirement** (not a result).
- Because we have a **choice to be confident**, it is a skill we can learn and therefore we can develop mastery around it.



## Activity time

What are your TOP 3  
confidence killers?



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## What are the Top 3 Confidence Killers?

1. Fear of Failure
2. Fear of Regret
3. Fear of Rejection



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## Fear of Failure

- Self-sabotage
- Procrastination
- Perfectionism
- Belief = I'm not \_\_\_\_ enough



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## Fear of Regret

- Overwhelm
- Decision fatigue
- FOMO
- Belief = What if I make the wrong choice/decision?

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## Fear of Rejection

- Imposter syndrome
- Taking things personally
- Ego / Shame
- Belief = What if they don't like me/my ideas?



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## Activity time

What are your strategies  
to BUILD Confidence?



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# Strategies to BUILD confidence

- Pay attention to your **language**
- **Identify** and **Reframe** the underlying belief
- Seek and select **different data / intel**
- Be **authentic** and **appropriately vulnerable** when you notice you are lacking confidence in a specific area
- Ask for help and set up support structures and a **psychologically safe space** where you have permission to try, fail and learn



## Activity time

What are your TOP 3  
Overconfidence Biases?



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## What are the TOP 3 overconfidence biases?

1. Over-estimation
2. Over-precision
3. Over-placement

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## Overestimation

- Illusion of control
- Planning Fallacy
- Decision influence
- Belief = unlimited control, time, or influence

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## Over-precise

- Know it all
- Confirmation bias
- Excessive certainty
- Belief = I'm the smartest person in the room ... and I can show you evidence to support my opinion

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## Over-placement

- FIGJAM
- Comparative bias
- Entitlement
- Belief = I'm better than you or I'm the best compared to everyone else here

# Strategies to overcome the bias

- Find a **healthy balance of confidence** that matches your competence
- If you suffer from over-estimation, **ask someone to review your timeframes** – get good at submitting the “imperfect 1<sup>st</sup> Draft”
- **Seek alternative opinions**, data, intel AND BE WILLING to consider the differences
- **Be curious** – ask more questions than give answers