Beyond Self-Doubt
The Science of Self-Confidence

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Louisa Jewell, MAPP
louisa@louisajewell.com
www.louisajewell.com
Agenda

• What is self-doubt?
• 5 Consequences of self-doubt
• The science of self-efficacy
• 4 strategies that build self-efficacy and self-confidence
• Solution-focused coaching tools to build client self-efficacy and hope
What is Self-Doubt?

*a lack of confidence in oneself and one's abilities*
Much research has shown that competence is an important human need central to achievement motivation and goal pursuit.

“I am filled with self-doubt and uncertainty about my abilities”

“I doubt I will be successful if I try this”

“This wonderful self-image I have of myself as a competent person - is at risk!”

“I better do something to preserve this self-image”
5 Consequences of Self-Doubt and Coping Strategies

1. Self-handicapping
2. Imposter Syndrome
3. Procrastination
4. Defensive Pessimism
5. Overachievement

I have an irrational fear of self-doubt. How can you be so sure?
Our beliefs about human nature shape human nature.
Beliefs as Self-fulfilling Prophecies

Belief
Expectation of whether we will succeed or not

Subjective

Our Interpretation of our Performance

Motivation
Consistency of Behavior

Our Performance
Stereotype priming

Negative stereotypes can become self-fulfilling prophecies that could undercut the performance of those in the stereotyped group.

- Study: When women are reminded just before a test about the stereotype that women are worse at math than men, those women tend to do more poorly on the test.

- **Stereotype threat phenomenon**
  - Thinking about the stereotype causes people anxiety.
  - Expend mental energy to suppress the anxiety.
  - The result: fewer resources left over to concentrate on the test itself.
Self-Confidence

• A feeling of trust in one's abilities, qualities, and judgment.
Self-Efficacy

• Self-efficacy is a person’s belief in his or her ability to succeed in a particular situation. Albert Bandura described these beliefs as determinants of how people think, behave, and feel (1994).

• Self-efficacy is domain-specific
People high in self efficacy...

- Goals
- Effort
- Persistence
- Bounce Back
- Stress Effects
4 Ways to Develop Self-efficacy

1. Performance experiences
   Baby-Steps or Mini-Goals

STOP THINKING AND JUST DO IT
4 Ways to Develop Self-efficacy

2. Vicarious experiences
4 Ways to Develop Self-efficacy

3. Social Persuasion
4 Ways to Develop Self-efficacy

4. Interpretation of physiological and emotional states

“I think about public speaking”

This produces negative emotions and fear

Perceived Self-Efficacy Drops - The added stress makes me perform terribly
Building Self Efficacy Using Solution-Focused Techniques

1. Confidence Questions
2. Scaling Questions
Building Self Efficacy

- Consists of all discussions of past successes (performance experiences), strengths, and resources
1. What is already going well? Or What small successes have you had so far?
2. How can you do more of what is already going well?
3. How have you managed to get this far?
4. How did you manage to do that?
5. What does that tell you about yourself?
6. Tell me about a time when you were successful at doing this in the past (or doing something similar). What was key to your success?
7. What have you done in the past that might help you now?
8. What is one thing you did then that you are not doing now?
9. What personal qualities or strengths do you have that will help you be successful?
10. What ideas do you have for solving this?
11. What is one small step you can take to get you closer to your goal?
12. Who can help you with this?
13. Who would have a different perspective on this?
Think About...
How Far You Have Gotten.

Not About...
How Far You Still Have To Go.

http://starve-me-perfect-behind-smiles.tumblr.com/
The Scaling Technique

- Desired Situation: how you would like things to become
- The current situation
- Platform: What has already been achieved: solutions, resources, successes, useful circumstances
- Nothing has yet been achieved

Source: Coert Visser
Scaling Questions

1. On a scale of 0 to 10, with 0 representing the worst that it has ever been, and 10 the outcome that you want, where are you now?

2. What does 10 look like to you? Or What is happening at 10 that is not happening now?

3. How come you are at ‘x’ and now lower?

4. What strengths, resources, accomplishments put you at ‘x’?

5. What is different about ‘x’ than zero?

6. What is one small step you can take to move one point higher on the scale?

7. Who or what can help you move one point higher?
Thank you!

Louisa Jewell, MAPP
louisa@louisajewell.com
www.louisajewell.com

@louisajewell

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