

Elevate



The Inspiration Sessions.

Zoe Tuffs & Nic Neal
Elevate People & Culture partners

Unlock Your Confidence Code

Decode and own the confidence
that fuels your career

Protein
Studios

Unlock Your Confidence Code:

Decode and own the confidence that fuels your career

What's your Confidence Code? What does confidence mean to you, and why does it sometimes seem out of reach just when you need it most?

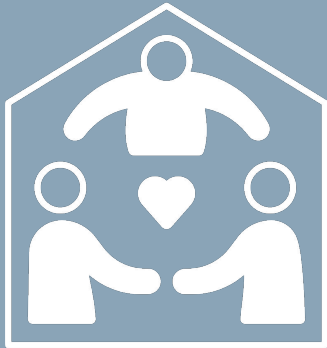
In this session, Zoe and Nic will help you decode confidence – exploring what it truly means, how to define it for yourself, and, most importantly, how to develop it as a skill to boost your career. Gain clarity, tools, and the belief to step up, speak out, and own your place at the table. Because confidence isn't just something you have, it's something you create!

What You'll Learn:

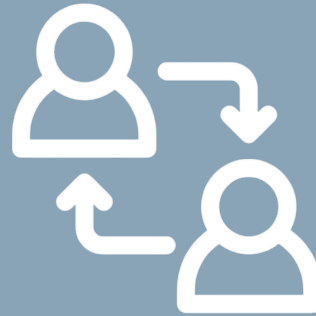
- Discover your unique Confidence Code and identify the moments where your confidence shines and where it alludes you
- Overcome confidence blockers like imposter syndrome, fear of failure, or over-comparison
- Practical tools to build self-awareness, shift your mindset, and develop lasting confidence
- Learn how to align confidence with your career goals to unlock professional growth
- Gain the daily habits and techniques to enhance self-assurance, elevate your voice, and take control of your career

Hands up if...

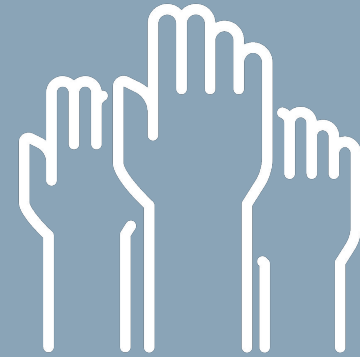
Rules of engagement



It's a safe space



Actively participate



If you want more,
let us know

Confidence

What we'll cover tonight

Define

what confidence is
and isn't

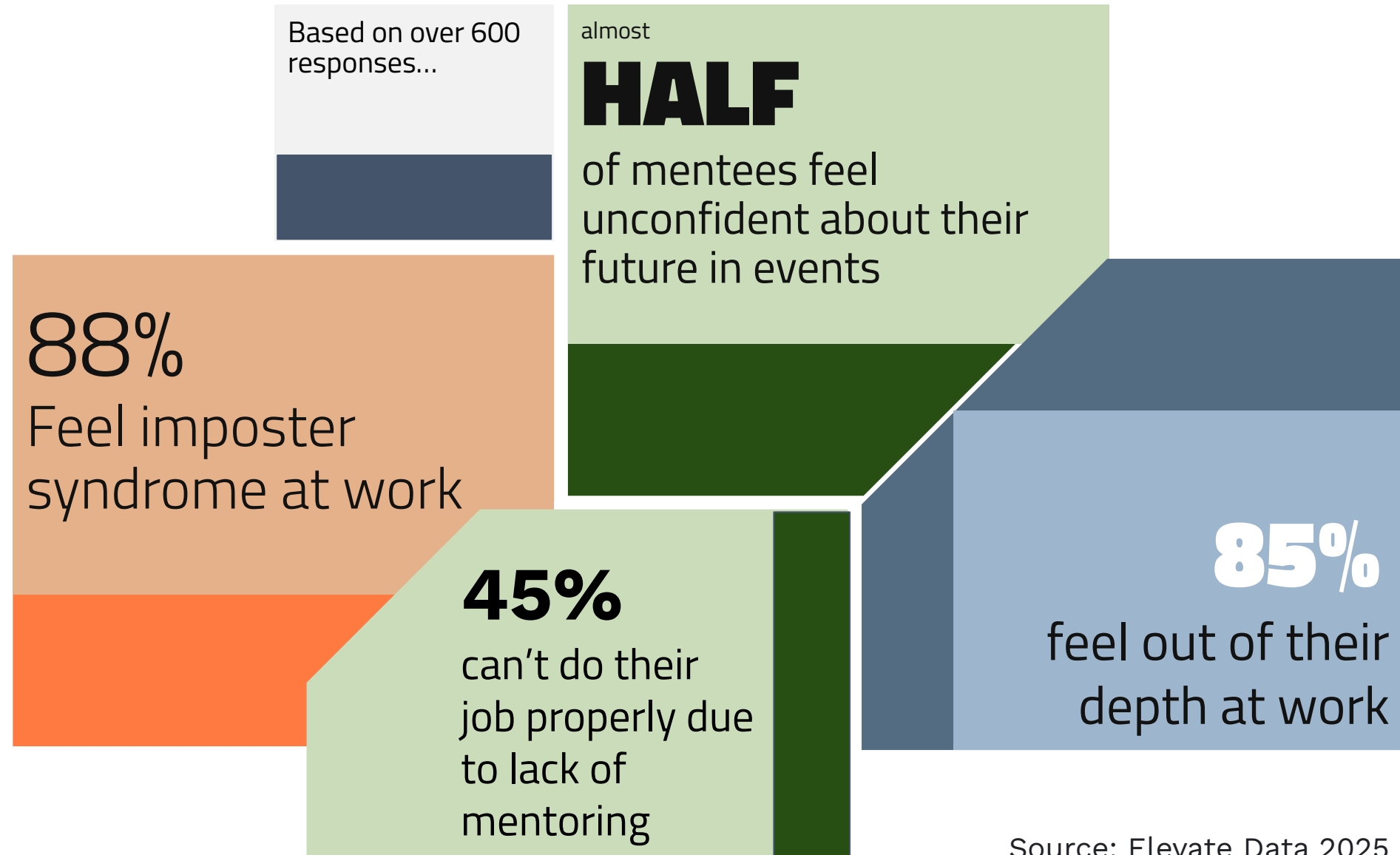
Identify

the myths and blockers
getting in our way

Apply

3 actionable tools to
build your
Confidence Code

Why it matters here...



Source: Elevate Data 2025

Think of a time or situation where confidence has been a **challenge** for you

What does the word
confidence mean to you?

Confidence

is a **trust** in your own abilities, qualities, and judgement

Self Confidence

is owning your ability to **adapt, learn, and navigate challenges** regardless of experience

Failure & discomfort is the currency for success.

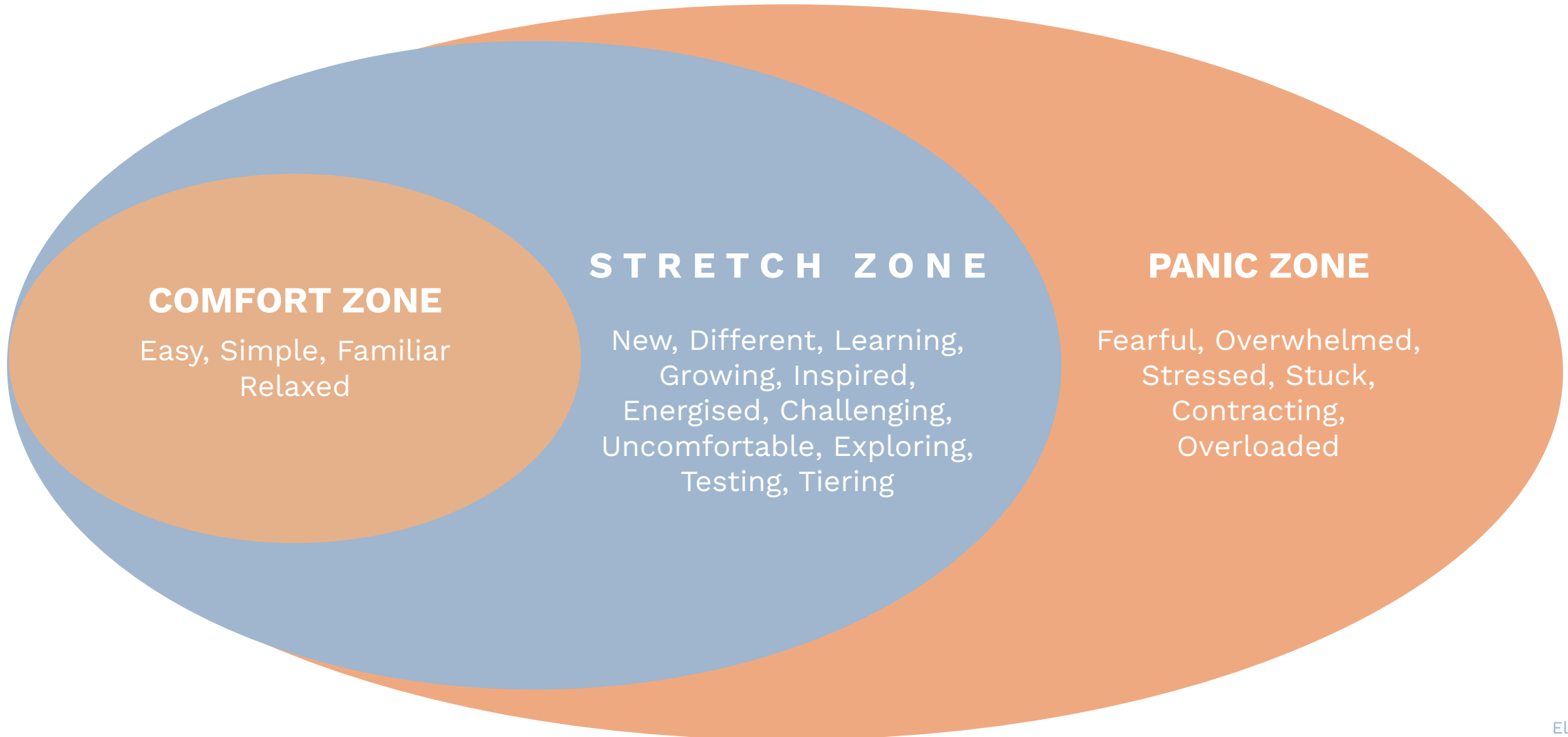
When you have self-confidence, you create success because you're willing to trust yourself to take risks and keep going regardless of the outcome.

You know, you will fall but you trust that ultimately you will be okay.

Brooke Castillo



Confident is not the same as comfortable





Confidence is not
an inherent talent,
it is a currency that
has to be earned



How would your career be **different**
if you had **unshakable** confidence?

Busting our 'rivers of thinking'

Myth

”

Confident people
are just born that
way.

Truth

”

Confidence is born
from practice and
repetition.

Myth

”

Confident people
are fearless.

Truth

”

Confidence
acknowledges fear
and pushes
through it.





Myth

”

Confidence comes
before success.

Truth

”

Courage comes
before confidence.

So, what are the blockers
getting in our way?

Confidence Blockers



Fear of Failure

The avoidance of attempting something due to anticipation of negative outcomes

“What if I get it wrong?”



Imposter Syndrome

Persistent doubt about abilities, fear of being exposed as a fraud

“I don’t belong here”



Comparison Traps

Measuring self worth against others perceived success or abilities

“They’re more capable than me”

Reframing Fear of Failure



View failures as **feedback** rather than judgements

Focus on **effort**, rather than outcomes

Normalise failure as essential for **growth**

You are great at pushing yourself out of your comfort zone and this is where the **growth comes**. Try to maintain that confidence as you get older. Tap into that '**anything is possible**' frequency and it will serve you well.

Sarah-Jane Benham, CEO of Kru Live

Reframing Imposter Syndrome



Collect **positive** evidence and feedback

Recognise that knowledge gaps exist for **everyone**

Acknowledge your **value**

Reframing Comparison



Track progress against your past self,
not others

Learn from others journeys

Celebrate collaboration over
competition

Worry less about **what people think**... it really doesn't matter much.

What really matters is how you feel about you. Build that **inner confidence** and see what you can do... that's when the magic really happens.

Steve Sayer

Senior Vice President and GM, The O2

Ways we can build our
confidence code

3 Practical Tools

*Confidence
building ladder*



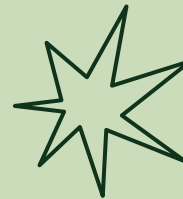
01.

*Inner critic vs
internal coach*



02.

*Your confidence
criteria checklist*



03.

The confidence ladder

The Goal

The most vulnerable situation

Easier than that would be...

Easier than that would be...

Easier than that would be...

Easier than that would be...

To be more confident in social situations

Attending a networking event on my own

Attending a networking event with friends or colleagues

Introducing myself to one new person in any situation

Practicing a personal intro in the mirror

Researching conversation starters

2. Inner critic vs internal coach



I am
resilient



I am brave



I love who I'm
becoming



I'm happy
with who I am



I am strong



I bring
happiness to
others

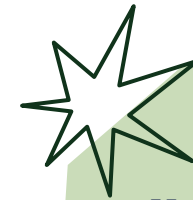
2. Inner critic vs internal coach



Imagine your ideal
coach / mentor /
supporter



Imagine sharing with them
what you're facing, how you feel
and what you want to work on



How would they respond?
What would they say?
What tone would they use?

Write it down.

3. The confidence criteria checklist

I destroy my confidence when:

I'm **unclear** of the expectation
I'm **unprepared**
I'm **stretched too thin**
It's a topic **I don't care about**
I'm **intimidated by the energy** in the room
I have a **fear of judgement**
I **don't feel** supported by my peers
I've already made a **mistake**
I'm **hormonal** or ill
I put people on a **pedestal**

I build my confidence when:

I'm **encouraged** and supported
I'm super **clear** on the expectation
I have **appropriate time** and **resource**
I can challenge and **add value**
I can ask the **clarity** questions
I'm **respected**
I've **familiarised myself** with the people and environment
I **trust** the people on my team

How will you build your
confidence code?

Confidence is contagious

Elevate 





Training Partner



People & Culture Partners

Thank you.

 cvent

 JACK MORTON

 Live
Union

 POVWOW

 Protein
Studios

