

Overcoming Obstacles to Leading with Confidence

GoSkills online course syllabus

Skill level

Beginner

Lessons

25

Pre-requisites

No prior experience needed

Video duration

1h 11m

Estimated study time

1h 11m

Instructor

Jennine Heller

Introduction

1 Overcome imposter syndrome

Being a confident leader helps you to establish trust, achieve goals, and have success.

Your Leadership Identity

2 Dispel leadership misconceptions

In order to become a strong leader, it's important for you to prioritize learning your values and goals as a leader over prescribed notions of what leaders "should" look like.

3 Own your authenticity

There are many reasons why you might feel like you can't really be yourself once you're in a leadership role, but managing a team while you're hung up on your shortcomings won't get you nearly as far as leading with authenticity and self-confidence.

4 Embrace your natural skills

Everyone has natural skills that they bring to a role, whether or not they recognize it.

5 Face your insecurities

Overcoming your insecurities is an ongoing process, and as you face them, your confidence will aid you in persevering.

6 Refresh your self-image

As you've become more senior, it's important to recognize what ideas about yourself you've held onto that are not serving you well.

Beating Impostor Syndrome

- 7 Eliminate your perfectionism**
When you hold yourself to unreasonable standards, you hold yourself back.
- 8 Access your confidence**
It's easy to get thrown off balance by other people's judgements.
- 9 Overcome mistakes**
Giving into your insecurities and wallowing in regret after you've made a mistake does not help the situation.
- 10 Deactivate your inner critic**
When you feel out of your depth, you might believe that you don't have what it takes to handle new challenges.
- 11 Intercept your emotions**
Situations that stir up your insecurities lead you to react emotionally.

Skills of a Confident Leader

- 12 Limit micromanagement**
If you're not able to trust and delegate to your team, you could be a micromanager, which hurts morale and prevents growth.
- 13 Create positive accountability**
It's important to have strategies in place to create accountability for your team.
- 14 Address underperformers**
Letting underperformers coast not only affects productivity, it's demoralizing for the rest of the organization.
- 15 Prepare for difficult conversations**
Preparing for difficult conversations may leave you stressed out, losing sleep, or endlessly rehearsing what-ifs.
- 16 Conduct difficult conversations**
You may never be eager to conduct a difficult conversation but they will always be part of your job.
- 17 Manage team conflicts**
You might not know how to respond when conflict among team members arises — but left unaddressed, tension erodes morale and productivity.

- 18 Coaching vs. advising**
Knowing when to put on your advice hat and when to put on your coach hat — even knowing the difference of what those hats mean!
- 19 Become a better coach**
Once you've determined that you need to wear your coach hat, you will need the tools to be effective in that role.

Continuing Your Development

- 20 Slow down to speed up**
When you move too fast on an initiative before ensuring all the pieces are in place, you risk losing traction during implementation.
- 21 Address neglected tasks**
If someone took over your job tomorrow, it's important to recognize what they would see that you've relegated to the background left to run on automatic.
- 22 Trust your instincts**
As a leader, it's important to trust your instincts and listen to what your intuition is telling you.
- 23 Reboot your work relationships**
Over time, some of your work relationships may settle into unhealthy dynamics.
- 24 Take the wheel**
You owe it to yourself to be thoughtful and deliberate about your career path.

Conclusion

- 25 Putting it all together**
Great leaders are genuine, deliberate, and always improving.

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