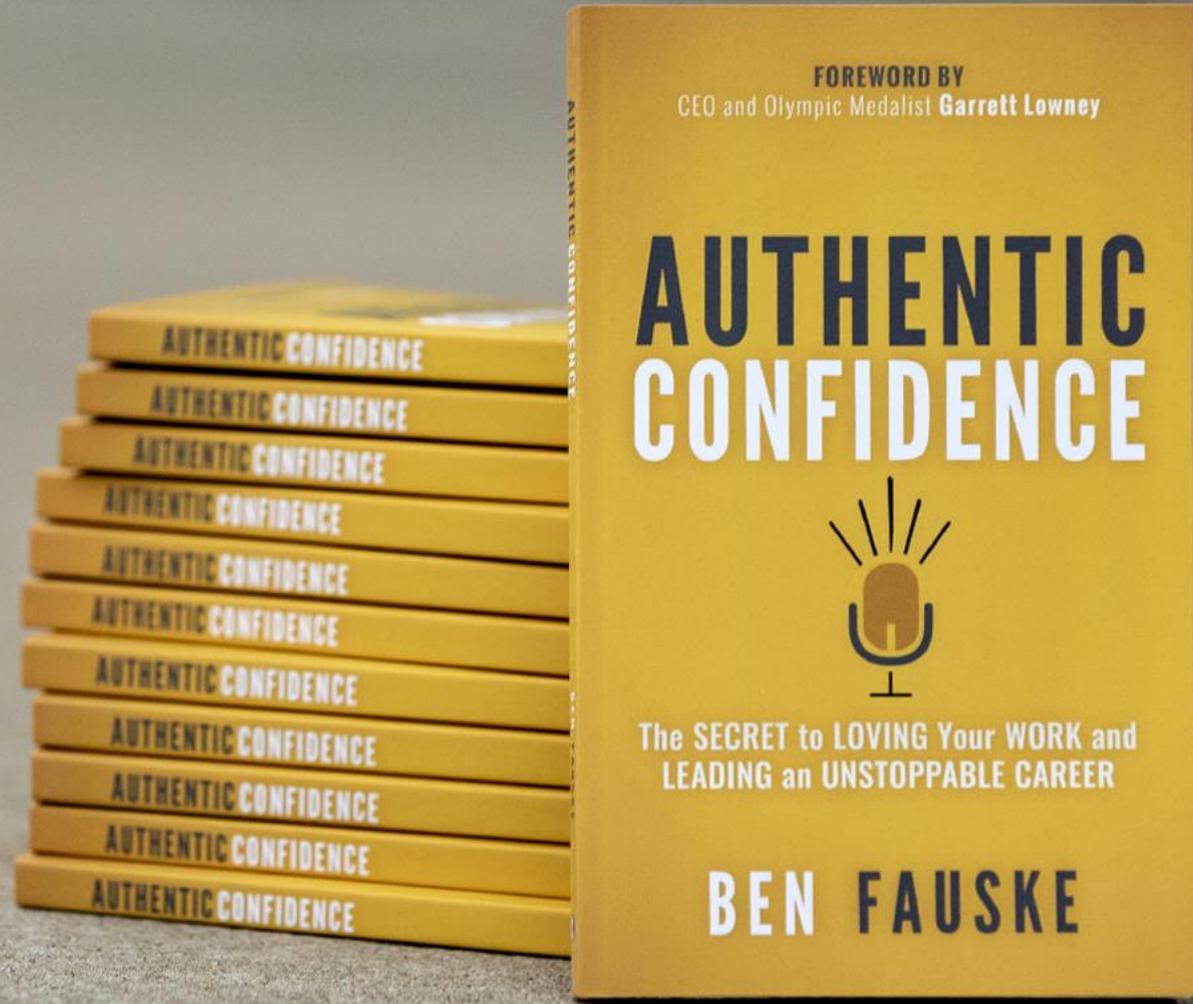




AUTHENTIC
CONFIDENCE

LIVE

What is your
greatest
leadership
challenge?



Why Confidence?

The majority of leaders (4,000+) we have worked with admit they struggle **MAINTAINING** confidence when they are triggered.

What are confidence triggers costing you and your organization?

YOU ARE NOT ALONE!

LEADING WITH AUTHENTIC CONFIDENCE

- What is Confidence?
 - Authentic Confidence: Pride in Work + Humility in Relationships
- Why is it essential in our work and relationships?

CONFIDENT LEADERS AND ORGANIZATIONS

The 5 Arenas of Influence:

1. Consumer
2. Cover Band
3. Opening Act
4. Headliner
5. Hall of Famer

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CONFIDENT LEADERS AND ORGANIZATIONS



- Over Confidence Repels Relationships



- Under Confidence Stalls Progress

- Authentic Confidence Attracts Leaders, Teams and Clients for Life

Under Confidence (Imposter Syndrome)	Authentic Confidence (Adaptive Leader)	Over Confidence (Unhealthy Narcissism)
Anxiety and Gossip	Resilient and Honest	Uncomfortably Stubborn
Status Quo	Focused on Future Growth	Fixated on Being Right
Self-Blame	Ownership and Influence	Blame Others
Unresolved Issues	Clear Priorities	Issue Obsessed
Avoid Conflict	Healthy Communication	Fragile to Feedback

AUTHENTIC CONFIDENCE OVERVIEW:

- The number one currency in every organization is **customer confidence**.
- Talent is engaged or disengaged primarily through their **leader**.
- **Coaching Authentic Confidence is the highest form of influence.**

CONFIDENCE TRANSFORMATIONS



Transformation #1: Critic to Coach

- What is your Inner Critic?



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Transformation #1: Inner Critic to Inner Coach

- What do you say to yourself in success?
- What do you say to yourself in failure?



UCLA Confidence Research

OXTR: confidence neurotransmitter

Oxytocin receptor gene

“A” Adenine

“G” Guanine

Two “G” nucleotides: Higher levels of optimism, self-esteem and mastery

Two “A” nucleotides: Increased sensitivity to stress and depressive thinking

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Shelley E. Taylor "Gene-Culture Interaction Oxytocin Receptor Polymorphism (OXTR) and Emotion Regulation,"



AUTHENTIC CONFIDENCE MODEL: BIG CONFIDENT ENERGY



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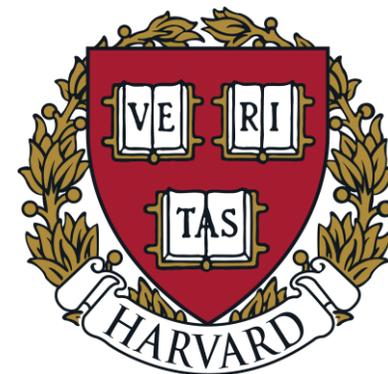
Transformation #2: Inner Coach to Outer Coach

- All leaders are either building confidence in themselves or others
- What has been your journey with confidence?

The 6 Confidence Profiles

- Peace Keeper: Moments of Calm
- Friend Maker: Moments of Connection
- Inquisitor: Moments of Clarity
- Negotiator: Moments of Agreement
- Driver: Moments of Progress
- Convincer: Moments of Accomplishment

Confidence Profiles developed with associates from Harvard University and St. Norbert College



Transformation #2: Inner Coach to Outer Coach

- What is your Confidence Story?
 - Over Confidence
 - Under Confidence
- Self Assessment > Judgement

CONFIDENCE CONTINUUM



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What is your Confidence Profile?

www.benfauske.com

Transformation #3: Coach to Communicator

Confident Storyteller:

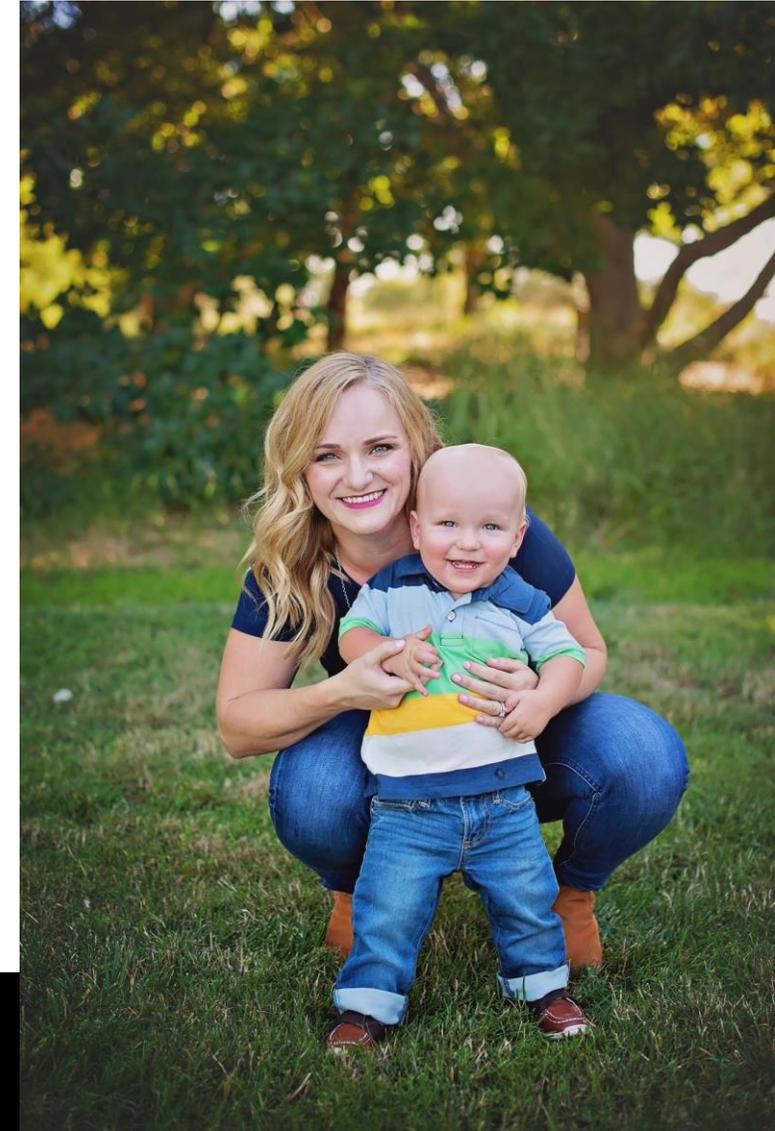
1. Challenge
2. Choice
3. Call to Act

THE LEGACY EQUATION (COMPETENCE +/- CONFIDENCE)

Confidence – Competence = Mistrusted

Competence – Confidence = Undervalued

Competence + Confidence = Influencer



Transformation #4: Confident Communicator to Future Influencer



THE 10% RULE

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Transformation #4: Future Influencer

- 1. STRESSORS:** What are your greatest stressors?
- 2. OPTIONS:** What are you currently doing? What are your third options?
- 3. LEADERSHIP:** Who is the leadership message you need to deliver? What leaders do you need?
- 4. DECISIONS:** What is the decision you need to make today? What decisions will lead to the future you want to create?

THANK YOU

**“We are better leaders
because you are in our life!”**