“That’s an excellent suggestion, Miss Triggs. Perhaps one of the men here would like to make it.”
What Women Say

- “I’m always playing the good girl.”
- “I haven’t taken a deep breath in weeks.”
- “I feel like a tiny bug when I’m in that room.”
Gravitas

1. Grace under fire
2. Decisiveness
3. EQ
4. Authenticity
5. Inspiring vision
6. Stellar reputation

Projecting Self-Confidence

Center for Talent Innovation, 2012
Mitigated Speech

How we undermine ourselves
Mitigated Speech

“Any attempt to downplay or sugarcoat the meaning of what is being said.”
- Malcolm Gladwell

I think, I could, I feel, Maybe, Sort of, Kind of, I’m not sure if this is right, but..
Why?

- To “get along” we have to “go along”
- “Nice” is better than “decisive”
- Men are “firm” but women are “bossy”
- Women speak to build cohesiveness

*Language and Women’s Place*, Robin Lakoff, 1975
Time to Re-write!

1. Think back on a recent memory of mitigated speech
2. Share situation, feelings, context
3. Re-state without mitigated speech
4. What will you commit to?
Distorted Thinking

Exaggerated or irrational thoughts that trigger anxiety.

- Webster’s Dictionary
# Types of Distorted Thinking

<table>
<thead>
<tr>
<th>Overanalyzing</th>
<th>Catastrophizing</th>
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<tr>
<td>Magnifying</td>
<td>Blaming</td>
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<tr>
<td>Overgeneralization</td>
<td>Polarizing</td>
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<tr>
<td>Personalizing</td>
<td>Negating</td>
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<tr>
<td>Discrediting</td>
<td>Demeaning</td>
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</tbody>
</table>
Three Possible Outcomes

- Fight
- Flight
- Freeze
“The only way to heal is to... connect with your own strength, your own wisdom, your own confidence.”

- Pema Chodron
### Advice from Pema Chodron

<table>
<thead>
<tr>
<th>Recognize</th>
<th>Refrain</th>
<th>Relax</th>
<th>Resolve</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acknowledge, recognize that your thinking is distorted</td>
<td>Resist the urge to do the habitual thing: <em>eat, drink, shop, avoid</em></td>
<td>Find a quiet place to sit, breathe, calm down, think positive thoughts</td>
<td>Commit to resisting the distorted thinking next time; stop it earlier</td>
</tr>
</tbody>
</table>
Impostor Syndrome

The invisible hand that holds you back

Incorrect assessment of one’s abilities compared to peers

Source: Alicia Liu, medium.com
Coaching Session

1. What happens to your mental/emotional state when you feel uncertain or pressure to perform?

2. Are there things you can do to stop distorted thinking from taking over?

3. Do you know anyone in your life who experiences healthy self-doubt without letting it undermine their success? What do they do?
What is Your Signature Strength?

“A ‘signature strength’ is invigorating rather than exhausting. It is so much a part of your positive self that if someone told you to tone it down or stop using it, you would say ‘try to stop me.’”

- Martin Seligman, *Flourish*
Coaching Session

1. What is your signature strength?

2. How can this strength help you get a job or a promotion or elected to office?
Adorable  Amiable  Animated  Analytical  Approachable  Assertive  Astute
Balanced  Blissful  Blunt  Bold  Bookish  Calm  Capable  Careful  Cautious
Charismatic  Confident  Considered  Curious  Decisive  Detached  Determined
Direct  Energetic  Enthusiastic  Excited  Exacting  Expressive  Extroverted
Exuberant  Factual  Firm  Focused  Forceful  Formal  Friendly  Funny  Happy
Hesitant  Humorous  Interested  Intelligent  Impatient  Intense  Inward
Knowledgeable  Logical  Lenient  Loud  Opinionated  Outgoing  Outspoken
Passionate  Patient  Precise  Perceptive  Personable  Polite  Popular  Powerful
Poetic  Quick  Quiet  Relaxed  Reserved  Sarcastic  Sensitive  Serious  Smiling
Smart  Sociable  Soft-spoken  Spontaneous  Surprised  Suave  Systematic
Talkative  Tenacious  Thankful  Thoughtful  Vigilant  Vivacious  Wacky  Warm
Watchful  Willful  Wild  Witty  Wordy  Worldly  Wry  Wan
WOOP! There it Is!

- **Identify a Wish**
  - Be sure it’s clear to you; you find it challenging; you can accomplish it

- **Identify Best Outcome**
  - What will it feel like when you accomplish it?

- **Identify the Obstacle**
  - What is keeping you from fulfilling your wish?

- **Create an If/Then Plan**
  - What actions will you take remove or overcome your obstacle?
Baseline

Distinctive

Competitive Advantage

Gets you in the door.

Helps you stand out from other candidates.

Special and rare qualities.
Clarity | Authenticity | Consistency
“Be yourself. Everyone else is already taken.”

- Oscar Wilde
Thanks!
And here’s to your success!

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