



“Your biggest Career breakthrough could be to dump the need for confidence, step up and do it anyway!”
– Pollyanna Lenkic

The actions you took that made a difference.

What did you draw on?

I'm guessing you didn't wait for confidence to show up first?

My invitation is to question using confidence as a performance measure and development indicator.

The consistent trait I observe when I work with my clients is that confidence can be like a concrete weight, anchoring to procrastination and inaction. Rather than propelling us forward, the perceived lack of confidence holds us back.

Overconfidence presents other challenges. Blind spots, a disconnect between perceived ability and performance resulting in a fixed mindset, negating the opinions of others and poor decision making processes.

A focus on building skills, leveraging strengths and seeking out new opportunities could be a better investment than engaging in the confidence quest.

We are still tethered by an outdated narrative that women are somehow confidence deficient.

We need to stop diagnosing and fixing women and start fixing the systems women operate in.

Pollyanna