



***“The biggest productivity hack of this century could be to dump the need for confidence and put our energy and time elsewhere.”***

***– Pollyanna Lenkic***

Confidence has been touted as a cure-all for decades, especially in reference to developing women in leadership.

On the surface it makes sense, it came from a place of wanting to support and help develop female leaders.

Unfortunately, it does the opposite, creating a vacuum of lost potential. Time, energy and focus are consumed which could be put to better use.

Sumira spent years 'trying' to build her confidence only to lose it and work on building it again.

When I suggested we drop the need for confidence. To focus on building skills, capabilities, seeking out stretch roles and build her visibility, her career fast-tracked.

The result, 2 promotions in 12 months. No confidence required.

A systemic change is to drop the quest for confidence and switch to building what is tangible, and then, of course, the confidence will come. And yes, it feels nice, however, it's not required to get started or to stay on track.

What is possible for you if you dropped the need for confidence as the driver for your future?

*Pollyanna*