Goskills

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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