

**DIVERSITY FOR  
PERFORMANCE**  
PROFESSIONAL COACH  
TRAINING CERTIFICATION

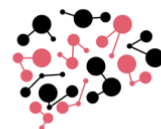
## Confidence Coaching: Empowering Clients to Thrive

Total Hours: 8h + 2h  
Instructional time: 4 x 2h (every Tuesdays from 2pm to 4pm GMT)  
Instructor: Julien Lefort, PCC

### **Module 1: Understanding Confidence (2h)** *(Synchronous)*

Core Competencies: 2. Embodies a coaching mindset, 4. Cultivates trust and safety, 5. Maintains presence

- **Definition and Components of Confidence:**
  - Self-confidence : Understanding the belief in one's ability to succeed in specific situations or tasks and how it influences personal and professional outcomes.
  - Self-efficacy : Exploring the confidence in one's capacity to execute behaviors necessary to produce specific performance attainments, based on Bandura's work.
  - Self-esteem : Examining the overall sense of self-worth and how it contributes to confidence.
- **Psychological Theories:**
  - Explore Dr. Carol Dweck's theory of Growth Mindset : Delve into the concept of a growth mindset, where abilities and intelligence are seen as developable, and its role in building confidence.
  - Developing on Bandura's Theory of Motivation : Explore how self-efficacy and motivation are interconnected, driving confidence through mastery, modeling, and reinforcement.
- **TOOLS: Practical Application**
  - Increasing our Growth Mindset tool : A hands-on exercise to help participants identify fixed vs. growth mindset thinking and shift towards a growth-oriented perspective.
  - In- and Outside of Comfort Zone tool : A tool to map and expand personal comfort zones, encouraging participants to embrace challenges and build confidence incrementally.



## **Module 2: Assessing Confidence Levels (2h) (Synchronous)**

Core Competencies: 6. Listens actively, 7. Evokes awareness

- **Behavioral Indicators:**
  - Non-verbal and verbal signs of confidence and lack thereof.
    - Non-Verbal Signs: Recognize body language cues such as posture, gestures, and eye contact that reflect confidence or a lack thereof.
    - Verbal Signs: Identify speech patterns, tone, and language choices that indicate confidence or hesitation.
- **TOOLS: Deep Dive into Practicing Maintaining Presence and Listening Actively**
  - Responding to the Whole Person: Define Your Life Roles : A reflective exercise to help participants define their key life roles and how these influence their confidence.
  - Exploring energy shifts, verbal cues and other behaviors through Direct Communication
    - Energy Shifts Exploration: Identify and interpret shifts in energy during conversations to better understand clients' emotional states.
    - Verbal Cues Analysis: Analyze verbal cues to enhance direct communication and respond to the whole person.

## **Module 3: Building Confidence in Clients (4h) (Synchronous)**

Core Competencies: 5. Maintains presence, 7. Evokes awareness, 8. Facilitates client growth

- **Visualization and Mental Imagery:**
  - Exploring the power of visualization and imagery to support people in feeling more grounded and confident : Use visualization to help clients feel more centered and confident in challenging situations.
  - *TOOL*: Working With Imagery : Guide clients through mental imagery exercises to envision success and build a sense of self-assurance.
  - *TOOL*: The Postcard exercise : A reflective activity where clients visualize and write a postcard from their future confident self, describing their achievements.
  - *TOOL*: Drawing Your Support Map : A creative exercise where clients identify and visually map out their network of support, helping them recognize and leverage the resources and relationships that build confidence.

- **Identifying and Overcoming Limiting Beliefs:**

- Discovering our limiting beliefs and turning them into enabling beliefs
  - Identifying Limiting Beliefs: Help clients uncover beliefs that hold them back from achieving their potential.
  - Transforming Limiting Beliefs: Use reframing techniques to turn limiting beliefs into enabling ones that foster growth and confidence.
- **TOOL: The Obituary Exercise** : A thought-provoking exercise to help clients reflect on their life's purpose and reframe their goals with confidence.
- **TOOL: Dialogue With A Wisdom Figure** : A guided visualization where clients engage in a dialogue with a wisdom figure to gain insights and encouragement.
- **TOOL: Exploring Your Brilliant Self** : A creative tool to help clients identify and embrace their unique strengths and talents, building a stronger sense of self-worth.

**Post-Program Self-Reflection Activity (Asynchronous)**

Core Competencies: 5. Maintains presence, 8. Facilitates client growth

As part of the completion requirements, participants will engage in a self-reflection activity following the program. This activity is designed to help them consolidate their learning, evaluate their personal growth, and reflect on how they've applied the tools and techniques introduced during the course. It's an opportunity to explore their journey, identify areas of strength, and set intentions for their continued development as a coach. This final step ensures that the learning experience is not only transformative but also deeply personal and aligned with their future goals.