MODULE OVERVIEW

Confidence when it counts

Adaptive module | ~20 min

When team members face a committee, a client, or a decision with real consequences, competence isn't enough: their inner state shapes their voice, eye contact, and how clearly they speak. Three proven techniques—visualization, anchoring, and posture—form the core of the module, with the physical feeling that makes them work and a thirty-second gesture they can repeat in an elevator.

LEARNING OBJECTIVES

01 Visualize an upcoming situation using all five senses and what you feel; without this, the technique has no effect.

02 Anchor a memory of confidence in a trigger that you can reactivate just before a moment that counts.

03 Strengthen this anchoring with inspiration from a role model and a wins journal kept each evening.

04 Return to your posture of excellence in thirty seconds: relaxed shoulders, deep breathing, and an upright body.

WHO IT'S FOR

Anyone who speaks up, negotiates, or decides in high-stakes moments and wants to feel steady.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Resource moment and anchoring – a neuro-linguistic programming (NLP) technique, Bandler & Grinder
- Acting as if / mirror neurons – inspired by the work of Giacomo Rizzolatti (1990s)
- Confidence toolbox (visualization, anchoring, posture) – drawn from coaching practice at Afthonios

SOURCES & REFERENCES

- Driskell, Copper & Moran – landmark meta-analysis of mental visualization and performance (Journal of Applied Psychology, 1994, 62 tests)
- Mirror neurons – discovered by Giacomo Rizzolatti's team at the University of Parma in the 1990s
- Toth et al., Psychology of Sport and Exercise (2020) – mental rehearsal and preparing for performance
- Hardwick, Caspers, Eickhoff & Swinnen, "Neural Correlates of Action: Comparing Meta-Analyses of Imagery, Observation, and Execution", Neuroscience & Biobehavioral Reviews (2018): motor imagery engages a premotor-parietal network shared with actually performing the movement

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