

Self-trust at work

Adaptive module

~20 min

“I lack self-confidence”: a harmless-sounding phrase that turns a skill to develop into a manufacturing defect. This module goes back to basics—confidence applies to specific abilities and is not the absence of fear—then distinguishes two kinds of confidence: the kind built through experience and the kind you choose. The second becomes decisive in the age of AI, when everyone supervises tools without years of proof to rely on.

LEARNING OBJECTIVES

- 01 Replace “I lack self-confidence” by identifying the specific ability you still need to develop.
- 02 Separate confidence from the absence of fear: move forward with fear, without waiting for doubt to disappear.
- 03 Build conditional confidence: dare to do something uncomfortable, then celebrate each small step.
- 04 Choose unconditional confidence, right down to the body (posture, breathing), to approach new areas, including AI.

WHO IT'S FOR

Anyone who wants to take on new assignments or tools with chosen confidence.

- **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

- Power posing – concept popularized by Amy Cuddy
- Conditional vs. unconditional confidence – Afthonios method
- Comfort zone – classic psychological concept used in personal development

SOURCES & REFERENCES

- Amy Cuddy (Harvard) – popularized the concept of “power posing” in a TED talk
- Marianne Williamson – author of the quote “Our deepest fear ... is that we are powerful beyond measure” (“A Return to Love,” 1992), often attributed to Nelson Mandela
- Jacques Brel – suffered from extremely severe stage fright before his concerts, as attested by people close to him and by his biographers
- Albert Bandura (1977) – self-efficacy and mastery experiences