

# **CONFIDENT WOMEN LEAD PODCAST**

## **EP1: CONFIDENT IN WHO YOU ARE**

Hello Beautiful,

Welcome to the Confident Woman Lead Podcast. I am your host Anita Miller and I am super excited to be here and bring you a weekly podcast that will cover a range of career, confidence, and leadership topics with the goal of helping women, just like you become confident women who lead, make an impact and more money. Let me tell you that I want this for every woman at every level not just for those of us who make it to the top. The future of leadership looks like you.

For today, I want to kick-off this podcast with discussing how to be Confident in Who You Are and why it's important to your future and your career.

Being confident in who you are vs what you can do isn't a topic we readily discuss or shine light on. However, I think it is the foundation for all the things you want to create in your career and to be able to do it in a way that is authentic and true for you.

To be confident in who you are is to have a complete understanding of who you are and who you are not, for yourself. It's taking the steps to get to know you for you and to love all of it. This is often different from the person

you are trying to be. Instead by discovering who you are for yourself it will help you unleash the you that you really want to be.

Let's start with, what if I were to ask you "Who are you"? What would you say? Does your mind go blank, do all the labels and titles that are given to us over time such as mom, wife, manager, come up for you or would you be able to confidently tell me who you are to you with confidence and conviction?

If you can't or have never thought about the question then no worries. That's what this podcast is all about. You likely don't have an answer because you were not taught to know or care for yourself first. Instead, you were all taught to do what we are told and to care for others first and even at the expense of what matters to you. I want to offer that it's ok to choose you and your goals first. It doesn't make you a bad person. It makes you a human who has a desire.

I want to point out that understanding that we all have layers of programming doesn't make our parents or the society that we received them from good or bad. There are very few elements in this world that are truly black and white. Instead of dwelling in the past or perhaps tormenting myself, I choose to look at it as the teaching that was believed for that period in time. Today, I choose to believe that everyone that I encountered in my life and career, helped make me who I am, came into my life for a reason and they all did the best they could with the knowledge and tools they had. Note that I recognize that some things may not have been in my best interest but I choose to hold space for the person with the

understanding that I can choose to use all things in my past against me or for my good. To do so, doesn't have to take anything away from you or your experience. I encourage you to explore that concept.

Our world is changing at rapid speed, literally right before our eyes. In this day in age knowing who you are for yourself is what will ground you, help you stand in the midst's of rapid change and ultimately be a confident woman who leads.

Here's why.

The future of work is for women and it's for those that are smart, innovative, and leaders. Whenever there's a period of new or change those that oppose the shift will up the ante to hold onto what was. You can see this play out throughout history but change is inevitable.

Change is often brought on by an event such as social justice, pandemics, recessions, war, and the most profound catalyst for our generation, technology. These changes will displace people, they often lead to chaos and ambiguity in the workplace. All these things that make us as humans uncomfortable. They also can present stress and signals to our brain that there is danger. When this happens the natural human response to signs of danger is the fight-flight-freeze response. Each one of us is going to react in one of those 3 ways.

Now what does this look like in relation to work and rapid change. Those that want to 'fight' will react by either stepping up and leading or by having an adult temper-tantrum. The adult temper tantrum people are the ones you want to recognize quickly because these are the people that are going

to start telling you who you are and telling others. Fight for these people is at all cost because in their mind their survival is being threatened. This is where knowing who you are comes into play. If you don't then their opinions about you will create self-doubt in you. **Self-Doubt is a freeze response.** So now, there is all this change happening in the workplace. This rapid change will inevitably create periods of ambiguity and in some cases chaos. Now we have 1/3 of the workforce in fight mode. That group is split though between those trying to lead and those trying to sabotage. Next, we have another 1/3 of the workforce frozen. They are in self-doubt, feeling stuck and like they don't know what to do. Finally, we have those that will take flight. Traditionally, one would say there's no way 1/3 of the workforce would leave or take flight if you will but The Great Resignation and employee turnover rates say otherwise. Taking flight though from my perspective could also mean that people in that group have checked out mentally.

With all this going on and managing the rest of your life, who you are can easily get lost in the fray. I can imagine you are trying so hard right now to do all the things at work to prove to others that you are not only worthy of the job or promotion but that you're also not whatever negative word you believe they believe about you. The thing is this pattern creates a you that is dictated or controlled by other people's opinions of you. Even if you don't think they are true. This is a way of keeping you playing small. The magnitude of your greatness, of your leadership can't come to light when you spend each day at the mercy of others. Furthermore, when you allow others to dictate who you are it hinders you because it creates self-doubt, resistance and hesitation. All freeze responses.

The reason you're doing this, is again, you've been taught to honor other people's opinions of you, more than knowing you are for yourself and honoring that person and what she wants to create in this world. What if what people said about you or to you were simply their opinions? What if you could choose what was true about you? What if you get to decide to lead during periods of change and uncertainty? You can.

Here are my 3 steps for being or becoming confident in who you are:

1. Ask yourself Who Am I?
2. Write down what is true. Literally your sheet of paper will say I am and you will fill in the blank
3. Now that you have clarified for yourself who you, when handling change or challenging situations at work you want to ask yourself...Who am I in this moment or Who do I want to be in this moment?

Knowing who you are is transformational. It will for sure increase your confidence and how you show up at work. If you found this podcast helpful and want to take this work deeper so you can get to where you want to go in your career faster, then I invite you to join the Confident Women Lead Growth Hub and get started today. You can sign up at [confidentwomenlead.com](https://confidentwomenlead.com) and click the work with me tab at the top.

Have an amazing Day!