



# Bringing Your Authentic Self to Your Role

A Quiet the Hive Career Confidence Worksheet



This is a Career Confidence worksheet, designed to accompany the Bringing Your Authentic Self to Your Role Session.

In the session, we talk about what we mean by authentic and what might get in the way. We explore a little bit about how our purpose and values can support us to be authentic, as well as how understanding our strengths can help. This worksheet gives you the prompts and space to plan your next steps around this to take your thinking deeper.

Let me know how you get on,

*Jane x*



Quiet the **Hive**  
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## Bits & Pieces

### What is authenticity at work?

- Authenticity at work is when employees feel safe, secure, and comfortable showing up as their whole selves. To fully show up authentically, employees need a deep sense of belonging and psychological safety.

### Requirements:

Psychological safety, trust, belonging, inclusion and strong relationships

It's about being YOU, but making space for others too

### Danielle La Porte Quote:

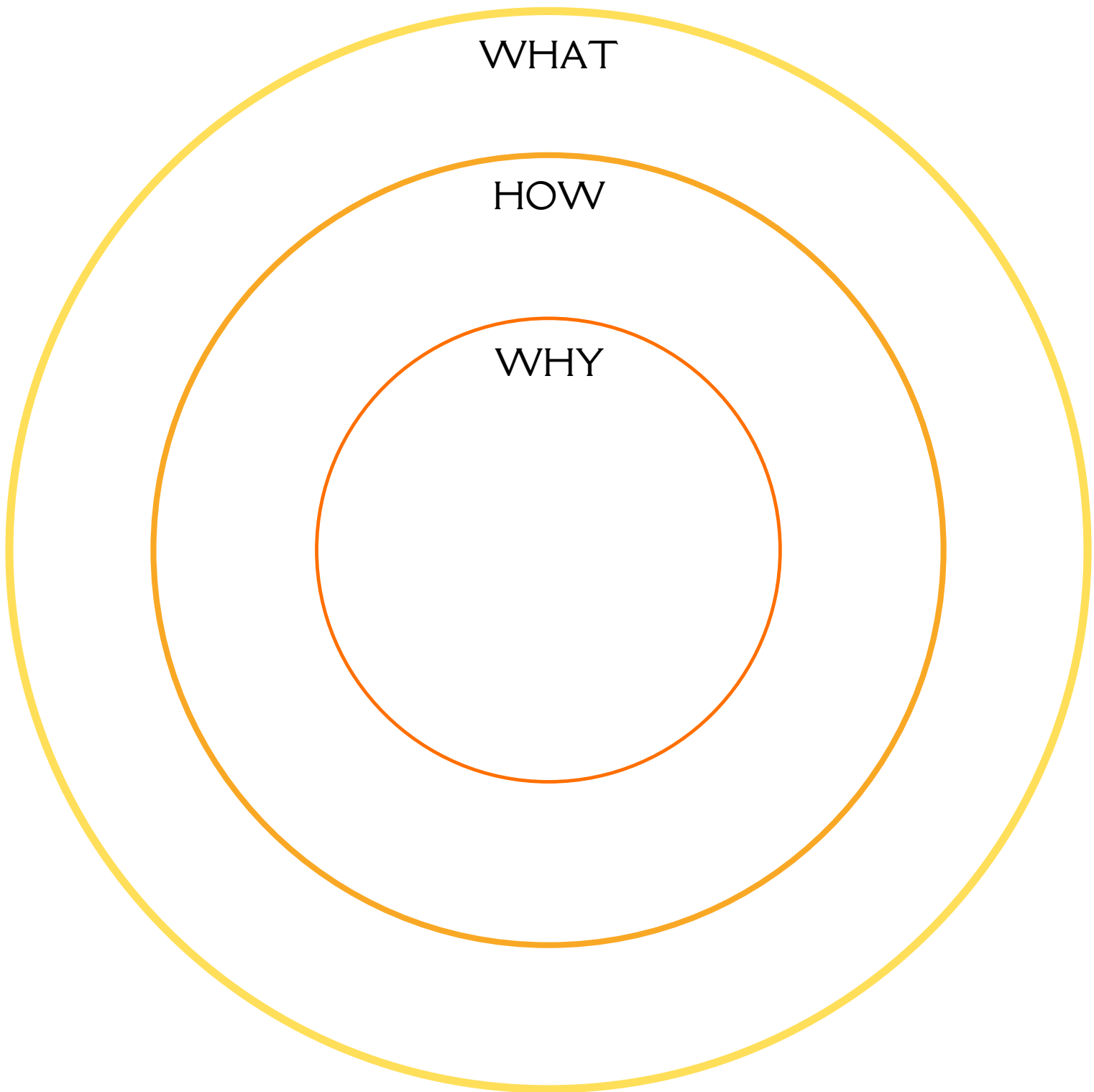
"You will always be too much of something for someone: too big, too loud, too soft, too edgy. If you round out your edges, you lose your edge."

### Where can you focus to build your authenticity at work?

- Explore your values
- Journal
- Create a learning plan - do the work
- Ask for feedback
- Practice brutal honesty with yourself and gentle honesty with others
- Develop your listening skills - active, empathy, be interested
- Share personal stories
- Write your code of ethics
- Be open to suggestions
- Model inclusive leadership - create a sense of belonging for all you work with, create safe spaces
- Create relationships and build connections



Think about your WHY...



What you do, How you do it, WHY you did it...

# AUTHENTICITY AT WORK JOURNALLING QUESTIONS

Start with your values. If you've not already done the values exercise from Session Two: Boundaries, do it now. You can find it in the session resources page. Jot down your values here as a reminder.

1

How do your values contribute to who you are? How do they show up at work?

2



Have you ever ignored your values at work? How did it make you feel?

3

Think of an example of where you've stuck to your values, even though it was hard. How did that feel?

4



When you think of being authentic at work, what comes to mind? WHO comes to mind? What makes you think of them?

5

When are you authentic at work? How does that feel? Has it taken you a long time to get there? What lessons did you learn along the way?

6



When are the times when you don't feel able to be authentic at work? Why? What small things could you try to make that less likely to happen going forward?

7

What are the worst things that could happen if you were your authentic self at work? And the best?

8



What is your why?

9

How will bringing your to your role help you move closer to your why?

10



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# Strengths Journalling Questions



What do you think your top three strengths are?

What do other people tell you your strengths are?

1. Identify 5-10 people who know you reasonably well as either a colleague or a friend/ family member
2. Ask them what they think your top three strengths are. List them here...

3. What themes are there in the feedback you've had?

4. Do you agree? Is this how you want to come across?

5. How you can use your strengths more often

# YOU'VE JUST COMPLETED A QUIET THE HIVE CAREER CONFIDENCE WORKSHEET

Designed to get you results



## To Read - Books

# Resources

Daring Greatly: How the courage to be vulnerable transforms the way we live, love, parent and lead - Brené Brown

Dare to Lead: Brave work, tough conversations, whole hearts - Brené Brown

Work Like a Woman: A manifesto for change - Mary Portas

Strengths Finder 2.0 - Gallup (if you buy this second hand, make sure the code hasn't been used)

Disclaimer - I've not read the below yet, but they are on my list and may float your boat too!

How to be Happy at Work: The power of Purpose, Hope and Friendship - Annie McKee

You Do You(ish): Unleash your authentic superpowers to get the career you deserve - Erin Hatzikostas

Working Whole: How to unite your spiritual beliefs and your work to live fulfilled - Kourtney Whitehead

Embrace the Power of You: Owning your identity at work - Tricia Montalvo Time

Swagger: Unleash everything you are and become everything you want - Leslie Ehm

## Videos

[The Myth of Bringing Your Full, Authentic Self to Work](#) - Jodi-Ann Burey

[Bring Your Whole Self to Work](#) - Mike Robbins

[The Authenticity Paradox](#) - Prof Herminia Ibarra

[What does it mean to be Authentic?](#) - Sarah Archer

[The Power of Vulnerability](#) - Brené Brown

## Podcasts

From Inside the Hive - [Who Are You?](#)

Squiggly Careers - [Working with Authenticity](#)

Squiggly Careers - [How to be Yourself at Work](#)

Squiggly careers - [How to Lead with Authenticity](#) Ryan

Seematter - [Being Authentic at Work](#)

HBR - [Authenticity](#)

## To Read - Articles

[Take 5: The Case for Being More Authentic at Work](#)

[Leaders, Don't Be Afraid to Admit Your Flaws](#)

[5 Things You Can do to Create Authenticity at Work](#)

[13 Ways to be Your Authentic Self at Work](#)

[Authenticity at Work](#)

[Authentic Leadership](#)



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