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Quiet the **Hive**
Courageous · Inspired · Joyful · Confident · Curious

Owning & Celebrating Your Achievements

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Quiet the Hive

Career Confidence

Today's Session

- Why do we find it so hard?
- Why is it important?
- How can we do it?



Owning & Celebrating Your Achievements

- How good are you at drawing attention to what you achieve?



Why don't we?

What stops you?



Why don't we?

I don't want to be seen as arrogant

My work is great; it should speak for itself

What happens if it isn't real? (Imposter Syndrome)



Why don't we?

- Historically - taught not to show off or brag “be a good girl”
- Doing well at school doesn't require self-promotion - we take this with us into work
- Women are judged more harshly for self-promoting (by men AND women) - **but** if we don't, we're seen as less competent



Who will it benefit?

Shrinking yourself will benefit no-one

- You
- Your organisation
- Your clients
- Your business
- Other women



A reminder...

It doesn't send a signal that you're self-serving, it shows that you are ready to rise

It's not shameful, it's part of your role (more so as you rise)

It's okay to be proud of what you've done



What have you got to gain?

What are the benefits of speaking up about your achievements?



Tips

- Build into your weekly reflections what you're proud of. Get into the habit of noticing when you owe yourself credit
- What have you learned along the way?
- Share your achievements, practice mentioning them with a friend (drop me a line, I'd love to hear them!)
- Add them to your CV/ LinkedIn profile - it's a great way to be ready for your next step



Tips

- Use 'I' rather than 'we'
- Say 'thank you'
- Enlist allies to shout about you - mutual fan club!
- Make yourself visible - create opportunities to speak about your work



Tips

- Move away from ‘self-promotion’ and into ‘visibility’ (work & ideas)
- Be of service - if you are hiding your work, you are denying others
- Don’t ‘omit’ - tell the whole truth (see next slide for examples)



Omitting

- Giving credit to others, not acknowledging yourself
- Talking about failure, but not about success
- Never mentioning extra work or hours
- Not highlighting past accomplishments, even when relevant
- Explaining away past accomplishments
- Hiding 'previous life' achievements



Remember

- Your performance won't speak for itself
- No-one else is going to do this for you
- Showcase your wins - mention them when and where you can
- Change the language if that helps 'I really enjoy...' rather than 'I'm good at...'
- See it as sharing good news for others
- Encourage others to share their achievements - sparkling moment
- Be aware of your own response when others share





**Believe in yourself and
negotiate for yourself.
Own your own success.**

Sheryl Sandberg



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YOUR TURN

DON'T FREAK OUT BUT...

- Share with us one thing you're proud of in a career context
- Use 'I'
- Don't apologise
- Say 'thank you'



ACTION

SELF REFLECTION

- What gets in the way of you feeling comfortable/confident in speaking about your achievements?

COMMITMENT

- What are you going to do between now and next time?



8 elements

of Career Confidence

Moving past imposter syndrome & the inner critic

Communicating with confidence

Creating, setting & keeping your boundaries

Creating and developing resilience

Bringing your authentic self to your role

Beating procrastination

Owning & celebrating your achievements

Stop hiding and start leaping

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All resources for **Career Confidence** hosted at <https://quietthehive.com/courses/career-confidence/the-career-confidence-resources/>

Get in touch -
hello@quietthehive.com

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FINAL Session - Stop Hiding & Start Shining - Dec 5th 10-11am



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