



Stop Hiding & Start Shining

A Quiet the Hive Career Confidence Worksheet



This is a Career Confidence worksheet, designed to accompany the Stop Hiding and Start Shining Session.

In the session, we explore ways in which we keep ourselves hidden, explore what constitutes a leap, and then explore what our own leap will be to move us out of the shadows and into the spotlight!

This worksheet reminds you of some of the background, the tips and tricks and gives you the prompts and space to explore what keeps you in hiding and what might be the right leap for you.

Let me know how you get on,

Jane x



HIDING



Hiding strategies are clever because they can feel like we're making progress or doing something to move forward, but actually we're not!

Some of the ways in which we hide...

This before That...

The beliefs we hold about the order that things need to happen in:

- I'll launch my business once I have the perfect website
- I need to understand everything about that sector before I apply for a job there

Designing at the Whiteboard...

When we design, create or do in isolation:

- Polishing up a CV for a job without exploring what the company is looking for
- Launching a new project without doing the market research
- Shaping an idea without testing it on those you're hoping it will help

Overcomplicating & Endless Polishing...

Getting stuck in the perfection trap. Not realising that good enough is often good enough:

- Endless tweaking a paper or briefing to avoid submitting it
- Constantly planning but never doing
- Just doing 'a bit more research' before writing the article

Collecting & Curating Other's Ideas...

Becoming involved or curious about an idea, concept or project, but avoiding sharing your own opinion or thoughts in favour of others:

- Bringing other people into a discussion but forgetting to add your own voice
- Assuming other peoples' stories or expertise has more value than yours

HIDING



Omitting Your Own Story...

Forgetting to share your story with other people:

- Not sharing your 'why' and why it brings you to the work/ role/ place
- Down playing your lived experience

I Need the Degree...

Seeking out education or training as a reason to delay playing big:

- Convincing yourself you need to be trained fully before going for a role
- Deciding to seek further education before playing big

(All taken from 'Playing Big' by Tara Mohr)

ALSO

Comparisonitis...

Constantly comparing yourself to others and deciding you have nothing of value, or your aren't knowledgeable enough as a result:

- Not applying for a job as you believe other candidates will be more experienced
- Deciding there is no point in launching your business as other people are already doing it
- Seeing other people as more successful so there is no point in your trying to get to the same heights

Losing Your Connection to Your Why...

Forgetting to check in with WHY you are doing something or pursuing a pathway:

- Letting the inner critic tell you not to do something
- Letting other people make your choices for you
- Holding back out of fear



HIDING JOURNALLING QUESTIONS

Which are the ways that you hide at work?

1

How can you tell when you're doing this? What does it look/ feel like; to you or to others?

2



What happens when you hide?

3

What might you have done differently if you weren't hiding?

4



SHINING



What is a leap?

- It gets you playing bigger straight away (whatever 'bigger' means to you)
- It can be completed, from start to finish, in 1-2 weeks
- It is a simple action that can be easily described
- It gets your adrenaline flowing
- It puts you in contact with those you want to reach or influence
- It has a learning goal at its centre - a question you can answer

What is a leap NOT?

- Just a decision without any action
- Solitary - you can't count it if it just involves you.
- Just sharing with your friends/ family - it has to be broader and braver to reach those you want to impact
- Taking a course or further education - this takes you back into a mode of 'hiding'

What's immediately springing to mind?

What is your leap?

This doesn't have to be perfectly formed, it can be a work in progress, but don't over think it and don't procrastinate..!

5

When will you start your leap?

When will your leap be done?

What do you need to do next?

6



Who do you need to engage, or get on board? How?

7

What's the learning goal? What question will you answer as a result of doing your leap?

8

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

Designed to get you results



Resources

To Read - Books

Playing Big - Tara Mohr (Chapters Six & Seven)

Lean In - Sheryl Sandberg

Brain-Savvy Women - Jan Hills and Francesca Hills

How Women Rise - Sally Helgesen and Marshall Goldsmith (Habit Three)

The Big Leap - Gay Hendricks

The Squiggly Career: Ditch the ladder, discover opportunity and design your career - Helen Tupper & Sarah Ellis

You Coach You: How to overcome challenges and take control of your career - Helen Tipper & Sarah Ellis

Feel the Fear and Do It Anyway - Susan Jeffers

To Read - Articles

[Six Ways You're Holding Yourself Back at Work - Jessica Douches Wheel](#)

[Are You Holding Yourself Back? - Ben Brearly](#)

[The Soul Crushing Truth about Women and Self-Promotion - Jo Miller](#)

[Are You Choosing the Right Challenges - Tara Mohr](#)

[Ahead at Work - Jingcong Zhao](#)

Videos

[A Guide to Believing in Yourself \(but for real this time\) - Catherine Reitman](#)

[How to Stop Screwing Yourself Over - Mel Robbins](#)

[The Call to Courage - Brené Brown Compilation](#)

[Secrets of the World's Most Powerful Women - Forbes](#)



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