

# RMR Women in Leadership



**RMR Women in  
Leadership Program**



# What Happened Since Our Last Session?

## Check in

What are your key learnings and insights from your homework, by yourself or with your accountability partner:

- What behavior did you change?
- What was easy/challenging?
- Where did you get pushback?
- How does this support your goal/what are your next steps?

# What is Confidence?

Think about a time when you felt confident, or about someone you see as admirably confident ...

What did they/you do?

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What physical characteristics did you notice?

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What language did you/they use?

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What is the result?

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# The impact of Confidence on Performance

Think about a time when you did not feel confident or someone you see as not so confident ...

- What do you do, how do you behave?

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- What physical characteristics do you notice?

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- What language do you use?

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- What is the impact ?

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- Do others notice? What is the impact of that?

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## Notes:



# Self Efficacy Scale

The following statements inquire about your thoughts and feelings in a variety of situations. In the space before each item, indicate how well it describes you by choosing the appropriate number on the scale at the top of the page. Read each item carefully before responding. Answer as honestly as you can.

1	2	3	4	5
Does not describe me well				Describes me well

- \_\_\_\_\_ 1. I can always manage to solve difficult problems if I try hard enough.
- \_\_\_\_\_ 2. If someone opposes me, I can find the means and ways to get what I want..
- \_\_\_\_\_ 3. It's easy for me to persevere and reach my goals.
- \_\_\_\_\_ 4. I feel confident I deal with unexpected events and/or situations.
- \_\_\_\_\_ 5. I can solve most problems if I put in the necessary effort.
- \_\_\_\_\_ 6. I can cope effectively when I am in a difficult situation.
- \_\_\_\_\_ 7. When I am confronted with a problem, I can usually find several solutions.
- \_\_\_\_\_ 8. I can usually handle whatever comes my way.
- \_\_\_\_\_ 9. If I am in trouble, I can usually figure out a solution.
- \_\_\_\_\_ 10. When I get really stuck on something, I push through without quitting.

\_\_\_\_\_ **Total Score**

## Score:

20 or less = low self efficacy

20 - 40 = moderate self efficacy

40+= high self efficacy

Schwarzer, R., & Jerusalem, M  
<https://excelatlife.com/questionnaires/self-efficacy.htm>



# Building Our Muscle: Growth Mindset

What assumptions am I making  
about my capabilities?

How might I reframe these  
assumptions?

What roadblocks are in my way?  
How might you reduce them?

What skills do you need? How might  
you get them?



# Executive Presence: Action Planning

What do I need to do?	Target date or check in	How can I measure success in this encounter?
1.		
2.		
3.		
4.		
5.		
6.		
7.		

## Notes:

## Executive presence

**Confidence &  
Self Efficacy**

**Assertive  
Communication**

**Authentic  
Self**

