

# CONFIDENCE IN THE WORKPLACE

A 2015 RESEARCH REPORT DEVELOPED BY *THE LEADER'S EDGE/LEADERS BY DESIGN*



## THE RESEARCH

The *Leader's Edge/Leaders By Design* surveyed more than 200 women leaders, currently in leadership positions ranging from manager up to CEO.

Our survey does the following:

- Considers the importance of confidence to career success
- Evaluates businesswomen's self-confidence when compared to their male counterparts
- Examines what women would do differently if they had all the confidence they felt they needed
- Unveils ways in which women increase and maintain their levels of confidence in the workplace

## FEMALE CONFIDENCE IN THE WORKPLACE

As executive coaches and leadership development consultants, we have worked with hundreds of female professionals over the last 15 years, helping them to advance their careers. One issue that we have seen remain consistent over time is the lack of confidence that women feel in the workplace. Confidence is a factor affecting their performance, communication and advancement, so we decided to explore it further.

We recently surveyed 220 women leaders, many with more than 25+ years in the workforce, who provided anonymous responses on their level of confidence in the workplace environment, how they feel it compares to their male colleagues, and what techniques they have developed to maintain and increase that confidence.

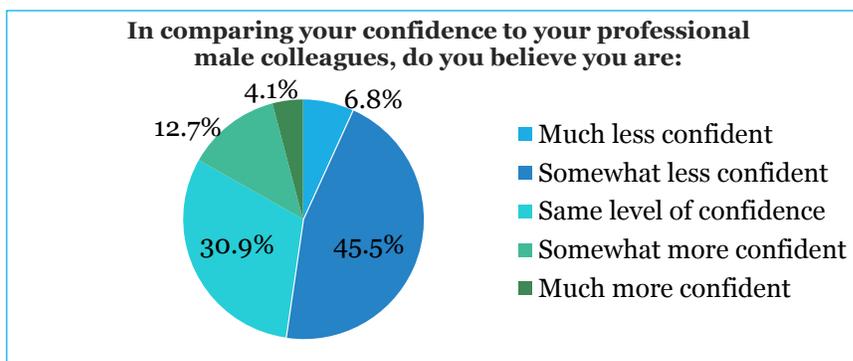
**Our findings reinforce the importance of confidence in the workplace...**

**Q: Do you believe confidence is a key component in career success for women?**

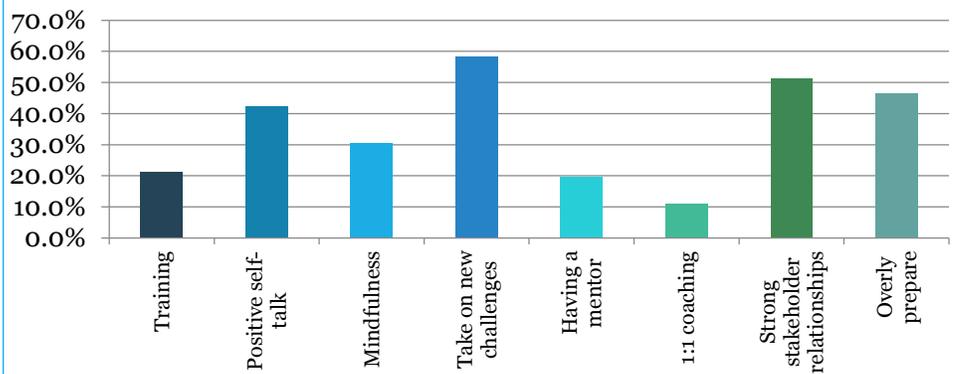
**96%** of the women surveyed answered **YES**

**...and highlight professional women's perception that they feel less confident than their male counterparts:**

**52%** of the women surveyed felt that they have a **LOWER** level of confidence than their male colleagues.



## What do you do to increase and maintain your confidence?



### Top 3 ways women increase and maintain their confidence:

- 1) Take on new challenges
- 2) Strong stakeholder relationships
- 3) Overly prepare

### When asked, “If you had all the confidence you needed, what would you do differently?” women responded:

*“Seek Higher Positions”*

*“Speak Up More In Meetings”*



*“Start My Own Business”*

*“Be More Direct With Male Management”*

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***“I would make quicker decisions and apologize less.”***

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### OUR RESEARCH FINDINGS ECHO THOSE OF THE CONFIDENCE CODE

The bestselling book by Katty Kay and Claire Shipman explores the issue of confidence in women and how they can achieve it. Our findings reinforce confidence as a key issue for women in business and show that if women felt that they had all the confidence they needed, most would significantly change their workplace behaviors. Most of the women surveyed (52%) have more than 25 years in the workplace, demonstrating that time and experience may not affect the level of confidence in female executives.

## 5 TIPS FOR INCREASING YOUR CONFIDENCE IN THE WORKPLACE

1. **Body Language Matters:** Open and expansive posture affects our brain chemistry and how we **feel**
2. **Speak Up and Be Heard:** **Speak** early and often in meetings, using a low tone and relaxed manner
3. **Stop Overthinking:** Cease self-criticism and **take action** on your thoughts and ideas
4. **Take On New Challenges:** The best **learning** happens when we take on a new project
5. **Ask for Help & Feedback:** Ask a **trusted colleague** how you are perceived by others

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**ABOUT US:** *The Leader's Edge/Leaders By Design* is a leadership development, executive coaching and consulting firm with offices in Philadelphia, New York, Washington D.C. and Chicago. We have partnered with hundreds of C-suite, executive, and high-potential men and women to enhance their leadership styles. For more information, please visit: [www.the-leaders-edge.com](http://www.the-leaders-edge.com).