

# CONFIDENCE ASSESSMENT

## Instructions

This assessment is designed for individuals who are working on personal and professional growth.

Confidence is the foundation for your growth and learning how to balance that with humility is important for both personal and professional growth.

Answer the below questions with the 5-point scale and choose the rating you agree with most for each question. Calculate your total score.

5=Very much like me

4=Like me

3=Neutral

2=Unlike me

1=Very unlike me

1. I appreciate and acknowledge the contributions and talents of others.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

2. I am open to learning from others, regardless of their background or experience.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

3. I celebrate my successes while recognizing that there is always room for improvement.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

4. I strive to inspire and uplift others rather than seeking to be superior.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

5. I am willing to take risks when I believe in the potential rewards.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

6. I learn from past experiences and apply those lessons to future decisions.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

7. I seek guidance and advice when making important decisions.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

8. I am comfortable expressing my needs and boundaries in a respectful manner.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

9. I assert myself, when necessary, while also considering the perspectives of others.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

10. I am assertive in seeking opportunities for growth and personal development.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

# CONFIDENCE ASSESSMENT

11. I recognize that everyone has unique strengths and abilities.

1 Very Unlike Me	2 Unlike Me	3 Neutral	4 Like Me	5 Very Much Like Me
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12. I do not compare my strengths to others to feel superior.

1 Very Unlike Me	2 Unlike Me	3 Neutral	4 Like Me	5 Very Much Like Me
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13. I celebrate the achievements of others without feeling threatened or insecure.

1 Very Unlike Me	2 Unlike Me	3 Neutral	4 Like Me	5 Very Much Like Me
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14. I have a positive self-image and accept myself as I am.

1 Very Unlike Me	2 Unlike Me	3 Neutral	4 Like Me	5 Very Much Like Me
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15. I embrace failure as an opportunity for growth and learning.

1 Very Unlike Me	2 Unlike Me	3 Neutral	4 Like Me	5 Very Much Like Me
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16. I handle criticism gracefully and consider different perspectives.

1 Very Unlike Me	2 Unlike Me	3 Neutral	4 Like Me	5 Very Much Like Me
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17. I am self-assured when speaking in public or presenting in front of others.

1 Very Unlike Me	2 Unlike Me	3 Neutral	4 Like Me	5 Very Much Like Me
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18. I am secure in my own worth and do not seek validation from others.

1 Very Unlike Me	2 Unlike Me	3 Neutral	4 Like Me	5 Very Much Like Me
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19. I am confident in my ability to manage my emotions.

1 Very Unlike Me	2 Unlike Me	3 Neutral	4 Like Me	5 Very Much Like Me
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20. I believe in my capacity to overcome obstacles and achieve my goals.

1 Very Unlike Me	2 Unlike Me	3 Neutral	4 Like Me	5 Very Much Like Me
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## Attributes Measured

This assessment measured seven attributes that predict the behaviors needed in confidence.

**Balancing Pride & Humility** (Questions 1, 2, 3, & 4): I appreciate and acknowledge the contributions and talents of others. I am open to learning from others, regardless of their background or experience. I celebrate my successes while recognizing that there is always room for improvement. I strive to inspire and uplift others rather than seeking to be superior.

**Balancing Bravery and Prudence** (Questions 5, 6, & 7): I am willing to take risks when I believe in the potential rewards. I learn from past experiences and apply those lessons to future decisions. I seek guidance and advice when making important decisions.

**Assertiveness & Self-Awareness** (Questions 8, 9, & 10): I am comfortable expressing my needs and boundaries in a respectful manner. I assert myself, when necessary, while also considering the perspectives of others. I am assertive in seeking opportunities for growth and personal development.

**Recognizing Strengths without Ego** (Questions 11, 12, & 13): I recognize that everyone has unique strengths and abilities. I do not compare my strengths to others to feel superior. I celebrate the achievements of others without feeling threatened or insecure.

**Personal Perception of Confidence** (Questions 14, 15, & 16): I have a positive self-image and accept myself as I am. I embrace failure as an opportunity for growth and learning. I handle criticism gracefully and consider different perspectives.

**Interpersonal Confidence** (Questions 17 & 18): I am self-assured when speaking in public or presenting in front of others. I am secure in my own worth and do not seek validation from others.

**Emotional Resilience** (Questions 19 & 20): I am confident in my ability to manage my emotions. I believe in my capacity to overcome obstacles and achieve my goals.

## Answer Key

*Calculate your total score from the questions above and find the corresponding category.*

### **Score: 80-100 Healthy Confidence**

You possess an exceptional blend of unwavering confidence and genuine humility. Your confidence stems from a deep understanding of your own capabilities, combined with an innate belief in the abilities of your team members. Your aura of self-assurance inspires those around you, while never crossing the line into arrogance. You recognize the value of diverse perspectives and actively seek input from your team, acknowledging that their contributions are crucial to achieving collective success. Your unwavering confidence serves as a guiding light, empowering others to strive for excellence, while your humility allows you to connect to your team on a personal level, fostering a collaborative and inclusive work environment. With your balanced approach, you have become an extraordinary leader who inspires confidence, while still remaining grounded and approachable.

### **Score: 60-79 Growing Confidence**

You are comfortable taking reasonable risks and are open to exploring new opportunities. You have a sense of direction and are adaptable to changing circumstances. You maintain a steady mindset and are dependable in various situations. Ensuring that your confidence is also balanced with humility is important. If you do not balance it with humility it can lead to the perception of arrogance from those around you. This can hinder your ability to connect with your team on a deeper level. Recognizing this will allow you to see the importance of striking a balance between confidence and humility. You can begin to actively listen to your team members, valuing their insights and opinions. Also be sure to seek opportunities to learn from others, acknowledging that you do not have all the answers. Through self-reflection and personal development, you can cultivate a sense of genuine humility that will allow you to lead with grace and authenticity. By humbling yourself, you can create an environment where your team feels empowered and supported, resulting in increased productivity and a stronger bond amongst your colleagues. Confidence is the foundation for personal and professional success. Increased confidence allows you to take risks, handle challenges with resilience, and pursue your goals with determination. By celebrating small wins, practicing self-care, and embracing self-compassion, you build a strong and healthy confidence that empowers you to navigate through obstacles and thrive in various aspects of life.

## Answer Key Continued

### **Score: Under 59 Building Confidence with a Balance of Humility**

You tend to doubt your abilities and are hesitant to take risks. You have the potential for growth but should focus on building your confidence balanced with humility to help you achieve greater success. Be sure to avoid arrogance pitfalls while you build your self-confidence. Your lack of self-assurance can cause you to doubt your decisions and hesitate in taking necessary actions. This will leave your team uncertain and directionless. Arrogance may manifest in a dismissive attitude towards your team members' ideas and contributions. Here are three tips to grow your confidence:

**Celebrate accomplishments and embrace positive feedback:** Recognizing and celebrating personal achievements is crucial for building self-confidence. By acknowledging your successes, you reinforce your abilities and worth. Additionally, accepting positive feedback from others helps validate your skills and contributions. Avoid the arrogance pitfall by maintaining humility and acknowledging that success is a collective effort. Remember to appreciate the contributions of others and avoid dismissing their input.

**Step out of your comfort zone:** Pushing beyond your comfort zone is essential for personal growth and building self-confidence. Take on new challenges and tasks that stretch your abilities. By successfully tackling unfamiliar situations, you demonstrate your competence and resilience. However, be mindful not to become overconfident and dismissive of others' capabilities. Remain open to learning from different perspectives and valuing the expertise of your team members.

**Practice self-compassion and positive self-talk:** Cultivating self-compassion involves treating yourself with kindness and understanding. Practice positive self-talk by replacing negative thoughts with affirming and supportive statements. Building self-confidence requires nurturing a healthy self-image and recognizing your worth. However, be cautious not to cross the line into arrogance by maintaining humility and respecting the skills and achievements of others. Foster an environment that encourages collaboration and acknowledges the strengths of the entire team.

Self-confidence allows leaders to make informed decisions, inspire their team, and foster a positive work environment. When leaders have confidence in their abilities, they can effectively motivate and guide their team members. Avoiding arrogance pitfalls is crucial to maintaining healthy relationships and ensuring a harmonious team dynamic. By remaining humble, valuing others, and embracing a growth mindset, leaders can inspire trust, foster collaboration, and ultimately achieve greater success.