



POWer: Building the Entrepreneurial Mindset

Feb 18, 2020 with Melody Wilding, LMSW







Kelly is what I call a
Sensitive Striver

What We'll Cover

- 1 The 6 STRIVE Qualities
- 2 The 3C's - Courage, Competence, Confidence
- 3 Imposter Syndrome

Hi, I'm Melody.

- I'm an Executive Coach, licensed social worker, and human behavior professor
- I help top performers like you get out of their own way
- Author of the upcoming book **Trust Yourself: Stop Overthinking, Master Your Emotions, and Channel Ambition into Success** (May 2021)





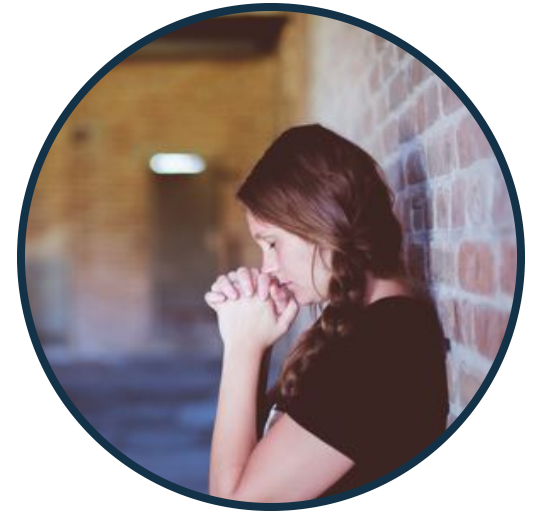
What is a Sensitive Striver?



They are highly attuned to emotions



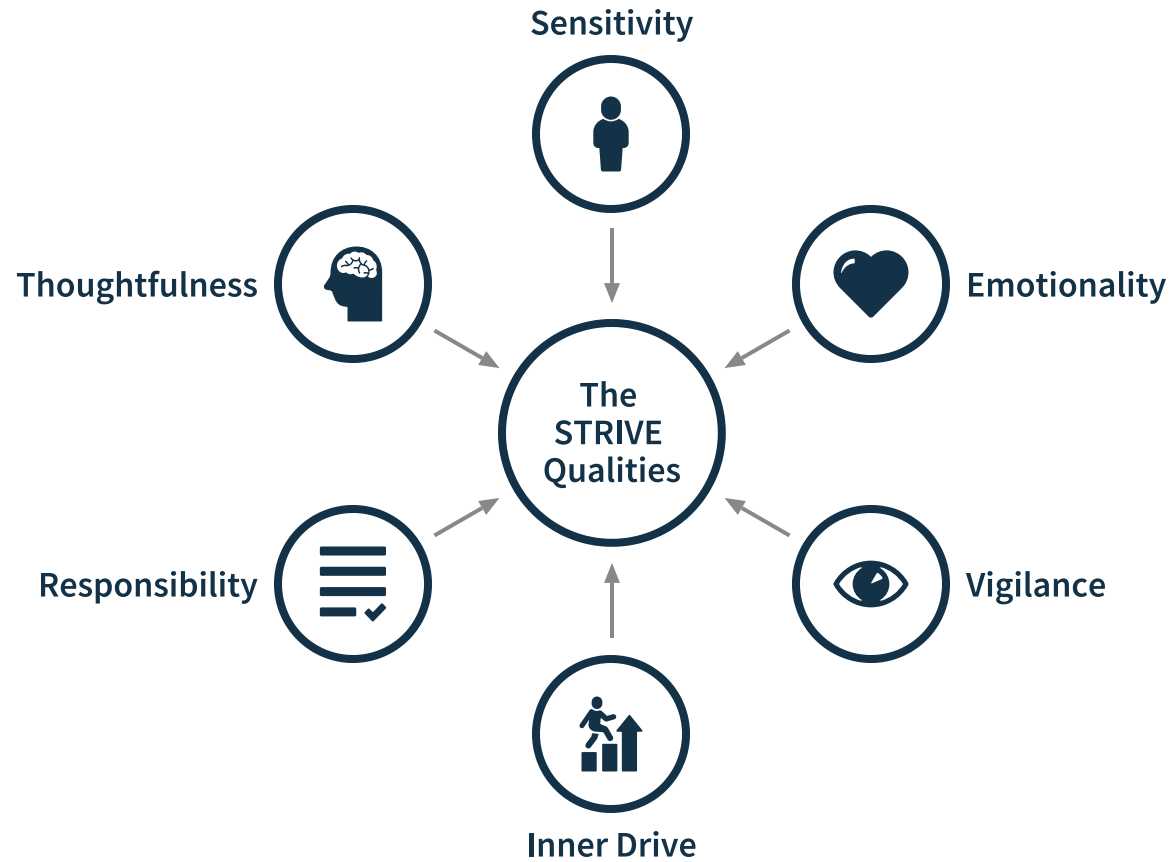
They give 100 percent to their work



They're susceptible to stress, emotional overwhelm, and overthinking.

QUESTIONS (9) ▼	AVERAGE SCORE
Q5 I'm kind, compassionate, and genuinely empathetic.	75%
Q9 I hold myself to high standards, and judge myself harshly if I make a mistake.	74%
Q2 I consider myself to be driven and have a strong desire to “exceed expectations” in every aspect of my work and life.	73%
Q7 I struggle to “turn off” my mind because it’s constantly filled with thoughts.	72%
Q3 I need time to think through decisions and process information before I act or respond.	67%
Q6 I often put other people’s needs ahead of my own and probably say "yes" too much.	64%
Q1 I experience emotions to an unusual level of depth and complexity.	50%
Q4 I have an inner critic that never takes a day off and struggle with Imposter Syndrome (feeling like a fraud).	49%
Q8 I fear feedback and take criticism to heart.	48%

The STRIVE Qualities



The Sensitive Striver as an Entrepreneur

Unbalanced	Balanced
Takes on too much	Delegates effectively and focuses on high-value work
Judges self harshly	Uses constructive self-talk
Overworks to exhaustion	Loyal, with strong boundaries
Passive people-pleaser	Clear about expectations
Emotionally reactive	Calm and composed
Indecisive and unsure of self	Trusts own judgement and makes tough calls

The 3C's

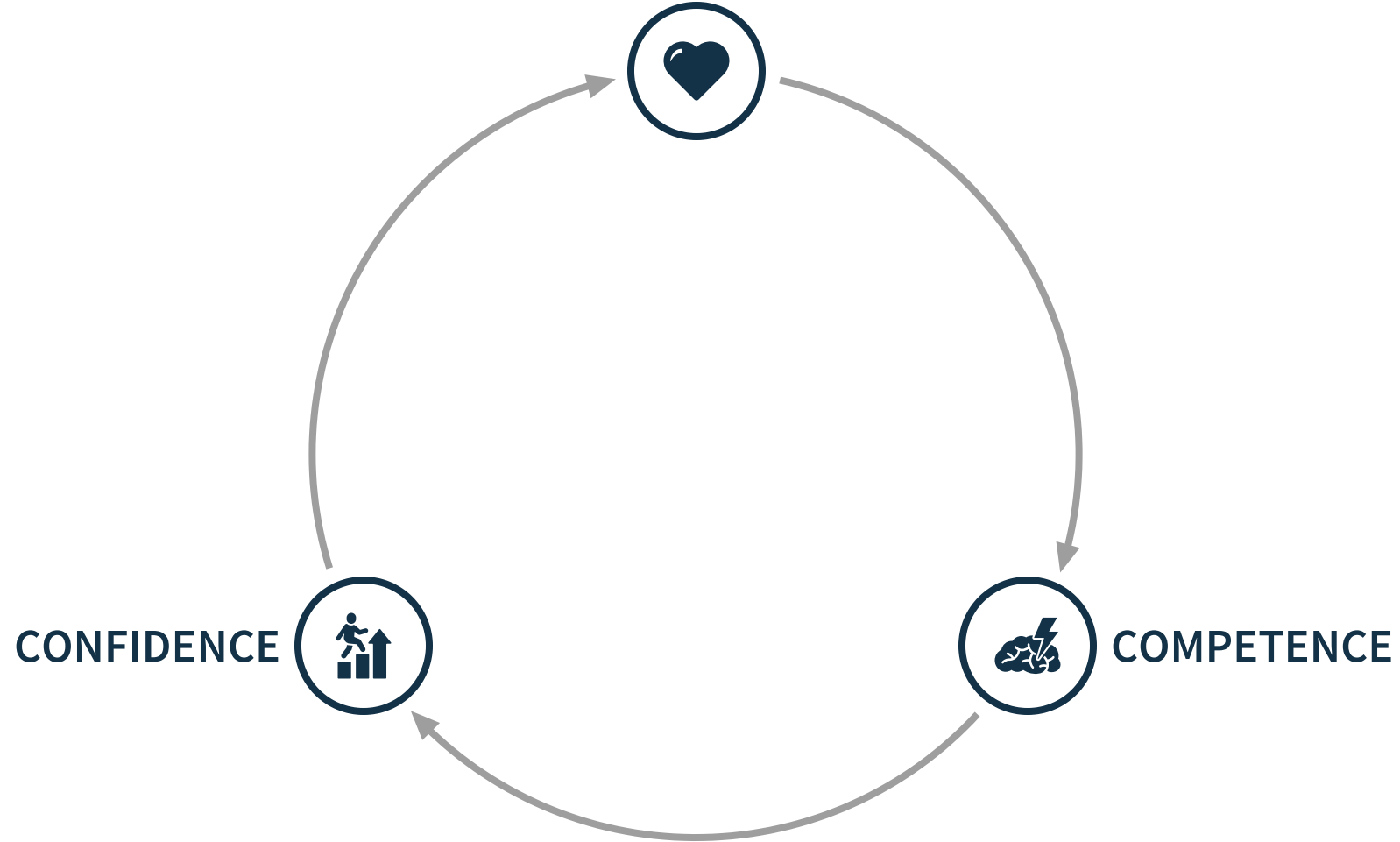
COURAGE



CONFIDENCE



COMPETENCE



A silhouette of a person in mid-air, jumping over a body of water. The scene is set against a bright orange sunset sky. The person's reflection is visible in the water below. To the left, there is a large, leafy tree, and its reflection is also in the water. The overall mood is one of freedom and courage.

Courage

I learned that courage **was not the absence of fear,
but the triumph over it.**

—Nelson Mandela

Building Courage Looks Like...

- Taking a risk
- Advocating for a product, cause, or value
- Learning to say “yes” and “no” -- and mean it
- Starting even when you don't feel “ready”
- Asking for help and support
- Disagreeing and standing your ground

Imposter Syndrome



**Crippling self-belief that
you don't deserve or
couldn't replicate your
success**

And an inability to internalize achievements

Imposter Syndrome



Manifests in feeling like you're a fake who will be exposed as incapable or ill-equipped

... Despite plenty of evidence to prove you're skilled and competent.

Imposter Syndrome



Especially prevalent in competitive fields like science, technology, design

Affects those who feel like “outsiders” and minorities more acutely

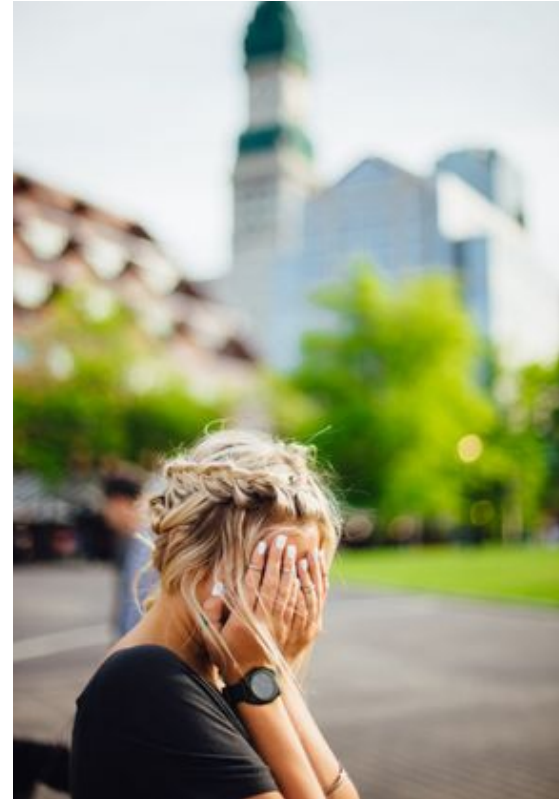
Signs of Imposter Syndrome



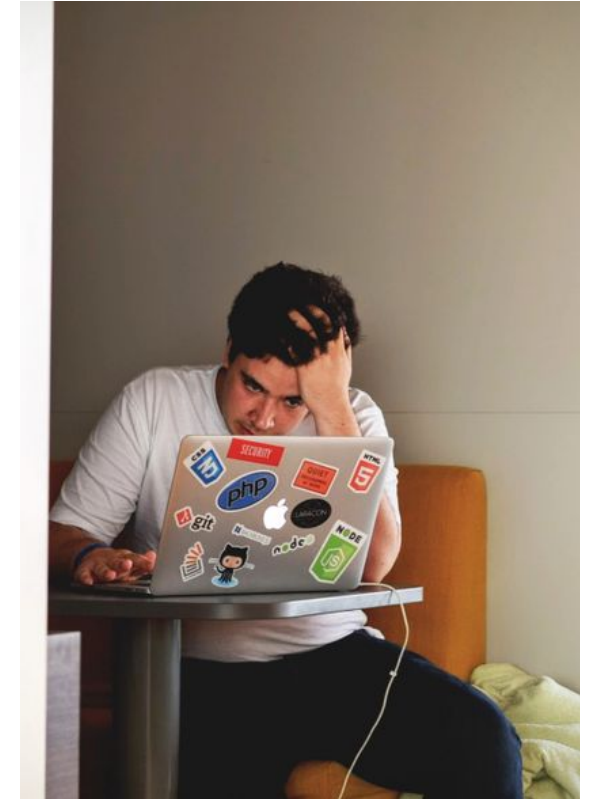
**Downplaying
accomplishments**



Attributing success to luck



**Constantly
second-guessing yourself**



**Fear being exposed and
fear of failure**

The Consequences

Keeping quiet and not putting forth your ideas	Turning down new opportunities
Failing to complete important projects	Avoiding feedback
Reluctance to ask for help	Low confidence and burnout

Reframe Your Self-Talk

UNHELPFUL THOUGHT	REFRAME
I can't do anything right.	This is a minor mistake. You're stressed; slow down.
If I speak up, everyone will laugh at me.	It's better to ask a question than spend two weeks going in the wrong direction.
My group member didn't do what was expected. It's easier to do it myself.	I can find a better way to clarify expectations.



Activity: Reframing Self-Talk

10 minutes

- 1 Find a partner
- 2 Write down an example of an unhelpful thought you struggle with
- 3 Work with your partner to reframe the thought and brainstorm 5 other ways to view the situation
- 4 Switch roles
Then we'll share reactions as a group

Questions to Help You

- How would my best friend / hero / someone who is confident respond?
- If I knew everything would work out, how would my view change?
- What can I learn from this?
- When have I handled something like this before?
- What thought would get me closer to my goals?
- What other angles have I not considered yet?



A top-down view of a light-colored desk. In the upper left, there are several small rectangular pieces of paper with watercolor washes in shades of green, purple, and grey. Below these, a few pens and pencils are scattered. On the left side, three orange paper clips are visible. In the lower left, there are more watercolor paper scraps, some with gold glitter. A white rectangular box with a dark blue border is centered on the desk, containing the text.

**Quick tip:
Give your inner critic a name**



Competence





Knowledge



Skills



Abilities



Strengths

Competence Can Include...

- Your tech stack
- Personal qualities
- Expertise in your field / market
- Leadership
- Function-specific skills

Competence **brings confidence.**

–Anonymous

Internalizing Achievements



**Imposter Syndrome
makes it hard to
recognize and own your
accomplishments**

But it's essential for your advancement, and your
mental well-being



Activity: Recognizing Strengths

7 minutes

- 1 Find your partner
- 2 Share with them 3 accomplishments from the past 3 months and why you're proud of them
- 3 Name 2 professional skills you possess
- 4 Identify one personal quality you consider to be your superpower

Reflect as a group: How did it feel to talk about yourself?

The background is a solid teal color with numerous small, colorful confetti pieces scattered throughout. The confetti includes shades of pink, orange, yellow, and blue, and appears to be falling from the top of the frame, creating a sense of motion and celebration.

**Quick tip:
Create a brag file**

DO
MORE.

Confidence



Confidence is like respect: **it's something you have to earn.**

–Mindy Kaling

Authentic Confidence

Myth	Fact
Generated by feelings	Generated by actions
Achieved through epic success	Accumulation of tiny wins
Unwavering self-belief	Fluctuates depending on circumstances
Dominant, pushy, aggressive	Assertive and often understated
“I need them to like me”	“I’ll be okay if they don’t”
Motivated by self-criticism	Motivated by self-compassion

Panel Discussion

What is your biggest takeaway?


A close-up photograph of a person's hands typing on a silver laptop keyboard. The person is wearing several gold rings on their fingers. To the left of the laptop, there is a gold-colored ampersand paperweight and a clear plastic stapler. Behind the laptop, there is a gold-colored geometric paperweight. To the right, there is a notebook with a colorful, abstract cover. The background is blurred, showing what appears to be a window or a wall. A white rectangular box with a dark blue border is overlaid on the center of the image, containing the text melodywilding.com/power.

melodywilding.com/power

Activity: Taking Compliments

3 minutes

- 1 Find your partner and sit facing one another.
- 2 One partner will offer the other a genuine compliment.
Focus on strengths, qualities, & characteristics
- 3 The partner receiving the compliment will take a moment to let it wash over them.
- 4 Say “I receive and accept your compliment” then switch roles!



*Thank You
Very Much*

Reflect: What was it like to sit with the compliment instead of responding right away? How is this different from how you normally respond?

Encouraging the 3C's on Teams



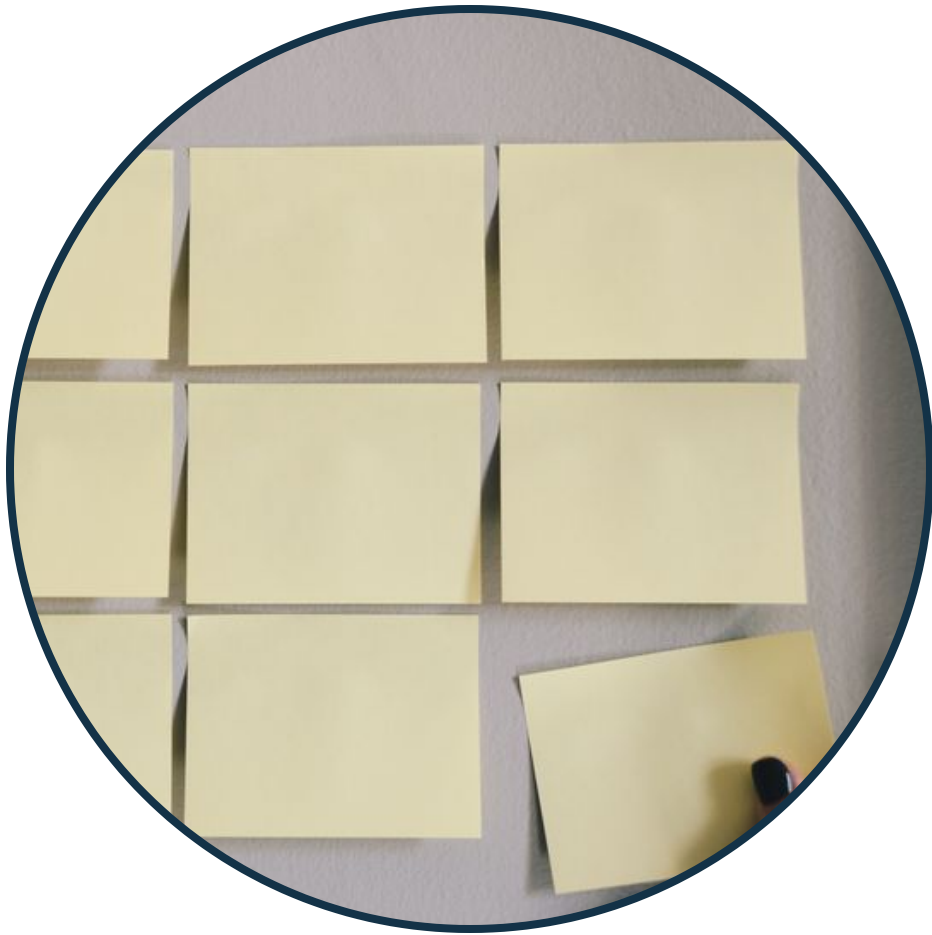
Creating psychological safety

Encouraging the 3C's on Teams



**Making recognition a
priority**

Encouraging the 3C's on Teams



**Being mindful of
expectations you set and
language you use**

Encouraging the 3C's on Teams



Mentoring others

Don't undermine yourself

- This may not be important, but...
- I know this sounds silly...
- I may be wrong...
- I was just wondering...
- Sorry, can I just add...





**Quick tip:
Replace “sorry” with “thank you”**