

How to cage your confidence gremlins

What are confidence gremlins?

Gremlins are the beliefs that hold you back and doubts that get in the way of your development.

Everyone has gremlins, regardless of their position or experience. Caging them is important in squiggly careers as gremlins can stall career progress and limit your skills.

Common confidence gremlins

Which feel familiar to you?

- | | |
|--------------------------------------|------------------------------------|
| <input type="checkbox"/> Comparison | <input type="checkbox"/> Conflict |
| <input type="checkbox"/> Imposter | <input type="checkbox"/> Spotlight |
| <input type="checkbox"/> Numbers | <input type="checkbox"/> Knowledge |
| <input type="checkbox"/> Likeability | <input type="checkbox"/> Age |

What makes gremlins grow:



People
This could be a group of people or a particular person

Past experiences
A situation that has happened in your career or life

Places
Your culture, your environment, your context.

3 ideas to cage your gremlins



First thoughts

Capture some quick thoughts to spot when and where your gremlins may be lurking.

At work I worry most about...?



A doubt I have about myself that might surprise other people is ...?



A situation at work that scares me is...?





OK expectations

Start by writing down a situation when one of your gremlins enjoys escaping. Be as specific as you can.

My gremlin grows when:



Now imagine your gremlin was completely gone. *What would you be doing differently?*

It would be great if I could:



Reflect on what action would be better than doing nothing.

Realistically, it would be OK if I:





Gremlin sharing

Staying silent about your gremlin gives it more power over your thoughts and actions.

When we share a gremlin we are most likely to get empathy, understanding and support for action.

Use this gremlin sharing script when you're talking to someone who is good at your gremlin (e.g. you have a fear of failure and they seem fearless)

One of the things I find hard is...

It's stopping me from...

I've noticed you're good at...

What ideas/advice do you have that might help me?

Recommended resources



Gremlins

Our new illustrated book in partnership with [The Pound Project](#). This 2-part book will help you spot & cage the beliefs that hold you back.



Build your confidence support system

We walk you through practical steps that'll help build your confidence on episode [#83](#) of Squiggly Careers.