

CONFIDENT WOMEN LEAD PODCAST

EP 4: *Confident Conversations* – Perception Is Reality

Hello Hello,

Did you know that you can join the Confident Women Lead Growth Hub today for \$7? Yes, for literally the amount of a cup of coffee you can get access to me, community career and confidence tools. So, what are you waiting for my friend? Go to confidentwomenlead.com to get started. Let's go!

Today, I want to talk about having confident conversations and how “perception becomes reality”. Specifically, how people can create a reality of narrative about you, why they may see you a certain way and your role in the conversation. Yes, the conversation. See most of what people know or think about you is based on what they heard about you. Not on what you told them about you.

I was coaching a client who has a boss and let's say that boss may or may not be good at their job. On the one hand Management loves him. On the other hand, everyone else is like “what is he doing” you know the type. The ones you believe to be incompetent but yet they're the ones who'll get promoted. Then you and everyone at the job are confused, amazed and pissed all at the same damn time.

How did he do it? The Answer: He managed the perception of him with the management team and not with you. Now that might seem unfair but I want you to know that you have the same option.

Now, I'm not promoting the options of lying and or not doing your job or any of those things. I am promoting the option of you learning how the game is played so you can win instead of resisting it, being mad about it or beating yourself up about it.

What I am also asking you today is are you cognizant of whose perception you're managing? Is it a particular group of people, no one or everybody?

When it comes to having Confident Conversations at work how people perceive you will come into play. Whether or not it matters is up to you.

I had a boss and one of the sayings or isms he had was "perception is reality". Now this often came up at because what he was doing vs what he was saying were not exactly one in the same and I couldn't understand why this was ok or how he could get away with it if I'm being honest. But listen, he was the best at the corporate spin game. He understood how the system worked. I can remember walking out of a meeting being like wow! Just wow! My mind was blown.

I've seen a lot of people speak, give presentations, etc. but no one to date has been as good at spinning a conversation in his favor as that particular boss.

Now, this is not a praise report although it was for sure a strength of his. The whole room could literally know he was lying or at least knew what he

was saying didn't add up but because he could spin with confidence the perception was, he knew what he was doing or he would handle it.

Thus, he creates a perception that became his reality.

I'm personally not a master of the spin game but I am an expert when it comes to seeing and understanding people and systems. So, while his method for Confident Conversations was to spin the scenario into some fluff that sounded good my style is more direct but it fosters trust and connection which ultimately results in success for everyone because I understand the people and the systems.

What's your conversation style. Are you using it to win in your corporate environment?

Understanding it will help you deliver your conversations with confidence.

When you don't what often happens is your perception of you doesn't match your reality or others are providing a narrative about you to your co-workers, leadership team, etc. with a perception of you that is creating your reality but it's not a perception or reality you want.

So, then what they are saying about you becomes people's perception of you which ultimately become the underpinning of your work reality.

I've had this happen to me, I've coached clients through this scenario and that's how I'm able to see it when it's happening in real time now and coach

my clients on how to have conversations that mitigate or cut off narratives others are projecting that will create a reality and result that is counter to what they desire in their career.

At a high level a story, a spin, a narrative about you can be good or bad and can be set by anyone. Now often times how to utilize the process of creating a reality within the corporate system or dynamic is done further up the ranks because those are the people who have invested in understanding how the system work and then they knowingly or unknowingly subject people lower in the ranks for the reasons to this method in ways I'm about to explain.

There are three factors you or the other party needs to create a real perception about you.

1. Confidence - They are out having Confident conversations with individuals, in meetings, with leaders.
2. Repetition - They don't assume people know the narrative so they keep repeating it.
3. Trust - The person how has illicit trust because they said it with confidence and they keep retelling the same story so it must be true.

This is how programming and narratives create our perception at work and in the world.

The corporate environment (i.e., system) requires you to talk and communicate with the other humans about who you are and what you do. If

you are waiting for someone else to advocate or speak about your goodness, I'm here to tell you because I love you that you are abdicating your responsibility to be your biggest fan first and when you relinquish this ownership you leave room for others to tell others how to perceive you. I know work is crazy. People can be people but I promise your voice matters. Owning your unique strengths and communication style and understanding how to leverage them in the system is what will help you stand out at work.

If you're still like Anita I still don't know if I can do this then join me this Friday. I'm hosting a free Masterclass on Confident Conversations and I plan to hold time to coach a few people on their specific scenarios at work. So, join me Friday 4/22 @ 12pm eastern by going to ConfidentWomenLead.com and clicking the link to sign-up at the top of the screen.

You have the ability to create your reality and in it you are a confident woman who leads.