

# International Confidence Month

## International Confidence Month April 2025

Congratulations on getting your organization involved in the inaugural International Confidence Month 2025.

Below is your Confidence Conversation Guide for Leaders And Managers.

**First, please remember to register Your Company as an Official Supporter.** We'd love to celebrate your commitment to confidence!

To register your organization as an official supporter of International Confidence Month, simply email us at [admin@internationalconfidencemonth.com](mailto:admin@internationalconfidencemonth.com) with your company name and a quick note of participation. It's that easy.

### How to Use This Guide

- Integrate these prompts and questions into your regular team meetings.
- Use them in one-on-one coaching conversations to provide tailored support.
- Encourage open dialogue and create a safe space for employees to share their thoughts and challenges.
- Revisit these prompts and questions periodically to track growth and build a workplace culture of confidence.

By fostering **confidence, resilience, and innovation**, you empower your team to show up as their best selves and contribute at their highest level.

**Let's make confidence a part of your workplace culture—starting today!**

# International Confidence Month

## Confidence Conversation Guide for Leaders & Managers

*Empower Your Team to Build Confidence and Foster Innovation*

### Welcome to the Confidence Conversation Guide

Confidence is a key driver of success in the workplace. Employees who feel confident in their skills and decision-making are more likely to take initiative, contribute innovative ideas, and step into leadership roles. As a leader, you play a crucial role in fostering a culture of confidence within your team.

This guide provides **seven confidence-boosting discussion prompts** and **seven types of questions** that encourage innovation and growth. These can be used in **one-on-one coaching sessions or team discussions** to help your employees identify their strengths, overcome self-doubt, and build lasting confidence.

# International Confidence Month

## **7 Confidence-Boosting Discussion Prompts for Team Meetings**

Use these prompts to initiate meaningful conversations about confidence, self-doubt, and personal growth within your team:

### **1. What does confidence mean to you in your role?**

Encourage employees to define confidence in their own words and explore what it looks like in their specific job functions.

### **2. Can you share a time when you felt extremely confident at work? What contributed to that feeling?**

Help employees recognize patterns and experiences that fuel their confidence, so they can replicate them in the future.

### **3. What situations tend to challenge your confidence the most, and how do you currently handle them?**

This helps uncover areas for growth and provides an opportunity for leaders to offer support or strategies to navigate these challenges.

### **4. How do you respond when you make a mistake? What mindset shifts can help you recover more confidently?**

Encourage a culture where mistakes are seen as learning opportunities rather than failures.

### **5. What is one skill or area you want to feel more confident in? How can we support you in developing that confidence?**

Creates an opportunity for professional development and support from leadership.

### **6. What small daily or weekly habits could help you build more confidence at work?**

Confidence grows with consistent effort—this helps employees identify habits that work for them.

# International Confidence Month

## 7. How can we, as a team, foster a culture of confidence where everyone feels encouraged to speak up and contribute?

Encourages collective responsibility in creating a supportive and empowering work environment.

## 7 Question Types to Foster Innovation and Confidence in Your Team

Leaders who ask thoughtful, empowering questions inspire confidence and innovation. Here are **seven types of questions** you can use in coaching sessions and team discussions to help employees think creatively and trust their abilities.

### 1. Open-Ended Questions

Encourage deep thinking and reflection.

- *“What new approach could we try to solve this challenge?”*
- *“What’s one idea you’ve been hesitant to share but think could make a difference?”*

### 2. Strength-Based Questions

Help employees recognize and leverage their unique strengths.

- *“What skills or experiences do you already have that can help you tackle this challenge?”*
- *“What do you do best, and how can you apply that to this project?”*

### 3. Future-Oriented Questions

Encourage vision and goal-setting.

- *“What would it look like if you felt completely confident in this role?”*
- *“If you weren’t afraid to fail, what would you try?”*

# International Confidence Month

## 4. Reframing Questions

Help employees see obstacles as opportunities.

- *“What’s one positive lesson we can take away from this setback?”*
- *“How might this challenge actually be an opportunity for growth?”*

## 5. Action-Oriented Questions

Encourage problem-solving and ownership.

- *“What’s one small step you can take today to build more confidence in this area?”*
- *“Who can you collaborate with to gain more support or insight?”*

## 6. Encouragement-Based Questions

Validate employees' progress and celebrate their efforts.

- *“What’s something you accomplished recently that made you feel proud?”*
- *“What positive feedback have you received that reassures you of your abilities?”*

## 7. Feedback & Support Questions

Ensure employees feel supported and valued.

- *“What kind of support do you need from me or the team to feel more confident?”*
- *“How can I best help you step into your full potential?”*

Once again, thank you for involving your organization in the inaugural **International Confidence Month**.

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If your organization is ready to elevate its culture and create more progressive, growth-centered spaces for your team, we invite you to consider bringing in **Karen Donaldson—Founder of International Confidence Month**, and a **sought-after Communication, Confidence, and Peak Performance Coach** featured across major media outlets in North America.

Karen is known for delivering transformational keynotes and workshop experiences that are rooted in neuroscience, emotional intelligence, and actionable strategy. Whether you're looking to inspire leadership, strengthen team confidence, or create lasting mindset shifts, her approach is powerful, relatable, and results-driven.

To learn more or book Karen for your next event, please reach out to us at [admin@internationalconfidencemonth.com](mailto:admin@internationalconfidencemonth.com)