

The Five Pillars

Environment and Self

Our environment has a huge influence on our confidence and ability to thrive. The people around us, the culture we work in, and the spaces we live in can either lift us up or drag us down. Building confidence starts with being aware of how these forces affect us and making deliberate choices to shape them.

This pillar is about:

- Protecting your health and wellbeing
- Setting boundaries to create safe spaces
- Seeking out positive influences and minimising toxic ones
- Building routines that recharge you (SHED)
- Recognising that your environment shapes your behaviour – so design it with intention

Consistency and Planning

Consistency is the quiet engine of confidence. One-off bursts of effort might give you a temporary high, but true belief in yourself comes from showing up day after day, sticking to a plan, and proving to yourself that you can be relied on.

This pillar is about:

- Creating habits and routines that keep you on track
- Breaking big goals into smaller, achievable steps
- Planning, executing, reviewing, and repeating
- Holding yourself accountable and asking others to do the same
- Accepting that consistency beats intensity – little and often wins over all at once

Skills and Experience

Skills are the tools we use to get things done, and experience is what sharpens those tools. Without skills and experience, self-belief can feel empty; with them, confidence is grounded in reality. Developing skills and building experience is a continuous journey that strengthens confidence over time.

This pillar is about:

- Technical, academic, or domain knowledge (PPT) relevant to your goals
- Interpersonal and leadership skills that help you connect and influence
- Practising communication – listening, writing, presenting
- Building experience step by step, learning from mistakes
- Developing the skill of learning itself – knowing your learning style and how to adapt quickly

Behaviours and Actions

Confidence is built through what we do, not just what we think. Our behaviours and actions are the evidence we give ourselves that we are capable. Positive behaviours reinforce belief and create momentum, while negative actions undermine us and stall progress.

This pillar is about:

- Being proactive rather than reactive
- Choosing positive behaviours even when it's hard
- Banning negative actions that undermine you (blame, procrastination, constant self-doubt, gossip)
- Reframing setbacks as learning opportunities
- Practising kindness and gratitude – to yourself and others
- Following through on commitments, because action builds trust in yourself

CONFIDENT AND CONNECTED



Values and Goals

Confidence without direction can feel hollow. Values are your compass and goals are the milestones on the journey. When you are clear on what matters to you, and what you're working towards, you create meaning and motivation that strengthen your confidence.

This pillar is about:

- Defining what truly matters to you (your values)
- Setting realistic but stretching goals that align with those values
- Understanding what “winning” looks like for you right now
- Recognising that goals evolve – success today may look different tomorrow
- Measuring progress is not just about results - but if we stayed true to our values

REVIEW



DEFINE



ACT



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Name: _____

Date: _____

REVIEW

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Where Are You Now – Reflection

Think about the five pillars of the framework and reflect where you are today in both work and life. This is non-judgemental, just an open and honest review.

Environment and Self

Do you have a support network and a space to succeed and thrive in the way that you want too?
Could you describe what is working well and what isn't working well?
Do you know what and where things could be better?
Do you focus on your own health and wellbeing as much as you could?

Score (0 – 10)

Skills and Experience

When was the last time you left your 'comfort-zone'?
Do you know your best learning style?
Do you know the skills and experience you need for your next job?
Have you got all the skills for your current role? What about your next role?

Score (0 – 10)

Consistency and Planning

How do you keep yourself on-task? Do you know why this important?
Do you know how to plan and organise?
How do you track progress – do you have a method?
Do you know your good and bad habits, and how they impact your future ambitions?

Score (0 – 10)

Behaviours and Actions

Do you work collaboratively and are someone everyone wants to work with
Are you proactive or do you wait for someone to tell you what to do next?
Are most of your interactions positive for you and everyone involved?
Do you know your behaviours and actions support a more positive future?

Score (0 – 10)

Values and Goals

Do you know what makes you happy today?
Can you name your three core values in work and life (they are normally similar)
Do you know what you want from life and your career?
Do you know what work looks and feels like in 12 months, 24 months and 5 years time?

Score (0 – 10)

Name: _____ Date: _____

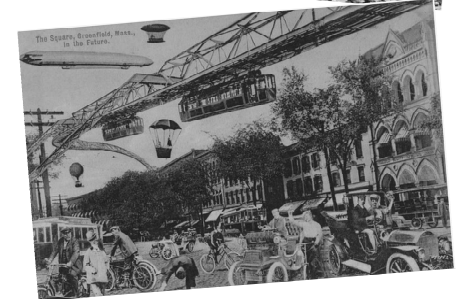


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My Postcard From The Future

Think about a point in time in the future – this could 12-18 months, or longer from now. What will you be doing? Where might you be working, and who with? How will you feel? How will you know when you got there?



Name: _____ Date: _____



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Plan To Thrive

What do you need to work on in each of the five pillars to thrive in your career. Think about what you need to work on, what help and support you need, and what time-scales you want to make changes to help you thrive.

Environment and Self

One Thing This Week:

Skills and Experience

One Thing This Week:

Consistency and Planning

One Thing This Week:

Behaviours and Actions

One Thing This Week:

Values and Goals

One Thing This Week: