

THE AURA

‘THE SUIT OF CONFIDENCE’

MIS.BENNITAH **KISONGOA.**

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FOREWORD.

This is not just a book but a template. It is a template For African Young people who would want to conquer three prejudices or three challenges that have been facing the African young people which is Majorly low self-esteem, low self-awareness and above everything else self-sabotage. Those are the three challenges that have been affecting young people. It has affected not only how we start as young people but even when we start. It has affected the economy of Africa, it has affected families, it has affected our education system and this book is not just a solution, this book is going to open up your mind. Every page is like a tablet giving you a dose for every problem that you have that is connected to low self-esteem.

I believe that Bennitah kisongoa will not just only speak to Kenyan youth but also to African youth and the global at large. I personally take time to endorse this book. I loved the piece. I've loved every single concept that has been shared and I believe that confidence is going to be part of us as young people in Africa.

Research and statistics say that in Africa the levels of self-esteem and confidence high self-esteem and confidence are starting at 17% meaning we've not yet even achieved 50% my question is if you've been able to come this far with that level of self-esteem what about now after reading this book and we gain confidence, what more can we do ? I thank Benittah for writing this book, it is a timely piece and I believe it will be used to change lives, impact people and above all really change people's spirits, people's hearts and people shall be healed.God bless you.

BENNYHINN WALUBENGO - Orator / Strategist / Author.

ACKNOWLEDGEMENT.

ACKNOWLEDGEMENTS.

I am deeply humbled and grateful as well to God as I acknowledge Him for this far He has brought me and for His guidance all through the journey of writing this book. As I soldier on this journey and this mandate, all I say is Glory unto Most High.

Passing my gratitude to my spiritual father Pst. Tumaini Akilimali for his prayers, teachings and blessings. You've taught me how to be humble and to submit to grace and my wish is that may this grace replicate more that you may have more authors under your guidance.

My special thanks to my mentor Dr. Maurice Wambua for the advice, wisdom talks and support towards unleashing my potential. Besides being a mentor, you're also a leader, and friend to me and thank you for believing in my potential and accepting to take part in my visionary journey. You're an epitome of hope and growth to many generations, I honor you sir and may you live long to enjoy more favors from God as you mentor generations.

Special appreciation to the strongest woman I have ever seen (my mum) Stella kKisongoa, my dad, Edward Kisongoa, and my siblings: Mercy, Kennedy, Cyrus and Hope Rita. Thank you for always being there as family and for your prayers, support and love. God bless you.

Much appreciation with blessings to my mentors; BennyHinn Walubengo, Dr. Jacinta S. Kimuyu, Mr. Moses Mwanzia and my friends; Victor Mwalu LLB, Eng. Jackson Nyamweno, Dennis Mwaura and iSpeak Society leaders for your unwavering support that you show me. May blessings always be your portion.

DEDICATION.

I dedicate this book to,

Every great mind believes in disruption, revolution and they're ready to get out and impact the world in different spaces like governments, corporate, gospel ministry etc.

Every individual who's struggling with low self-esteem wants to reignite their confidence and anyone who wants to understand the generational stereotypes in relation to confidence.

My mentor's beautiful daughter and son; Rebecca Mumbi and Gabriel Wambua, my siblings, my niece (Prudence), my nephews (Joshua and Ethan) and my cousin Nehema.

Maisie Wanjiru, Okoth Ronny, Cynthia Wausi, all my mentees, friends and the whole iSpeak society team.

PREFACE.

I intend to write this book to address the gaps in society that have resulted from misunderstandings about the art of confidence among different generations.

As a speaker, a counselor, a young leader and a revolutionist, I came to realize that the low understanding and differences on how we perceive and master confidence in different generations brings a serious disconnection of how we relate with each other in different spaces like education, leadership, mentorship and also parenting.

My case study lies on the three most recent generations; Millennials, Generation Z and Generation Alpha. The Millennials haven't yet understood the trend that the generations are following in terms of confidence and outgoing nature. This brings forth a challenge on the millennials on how to handle and support both Generations Z and Alpha.

Generation Z is full of folks who have been raised with too complicated societal and cultural patterns that programmed their life as they grew up which at a certain point did affect their levels of confidence due to traumatic experiences and peer influence. This brings a challenge to them while dealing with the Generation Alpha which is known to be very confident in all fields and very outspoken hence bringing a threat or rather I would call it a competitive environment between the two generations.

The above misunderstandings greatly contribute to the conflicts and disconnections among the three generations. Therefore, the purpose of this book is to bring into order and make everyone understand how the patterns/systems of confidence do operate across the generations.

This will give a guide on how to associate with each other, how to continue building confidence and maintain high levels of self- esteem, the importance of having confidence in different fields like leadership, working place, parenting, corporate and also in school. It will also help them to strengthen their relationships despite their differences in perception of success and confidence in life.

We cannot even think of revolution in any field until we admit that there is a disconnection and work on rebuilding the bridges since confidence directly affects communication and communication is everything. Information must be passed or shared to complete the life circuit.

“When you can’t control what’s happening around you, control how you respond to it”
~ BENNITAH KISONGOA-

ENDORSEMENT

Bennitah Kisongoa's book is a timely and insightful exploration of the gaps in our society that have been created by misunderstandings about the art of confidence among different generations. As a leader and a friend, I have seen first-hand the impact that a lack of confidence can have on individuals and communities. Bennitah's book offers practical strategies and thought-provoking insights that can help bridge these gaps and empower people of all ages to embrace their confidence and reach their full potential. I highly recommend this book to anyone who is looking to better understand and navigate the complexities of confidence in today's world. - **VICTOR M.MWALU HSC, LLB**

With her impressive grasp of the latest research, personal experiences and practical tips, Bennitah Kisongoa has crafted an essential guide to confidence that will inspire and enlighten readers of all ages. Her writing is engaging, compassionate, and filled with insights that will help you unlock your full potential and build your confidence. This book is a valuable resource for anyone seeking to navigate the challenges of low self confidence. - **Eng. JACKSON NYAMWENO.**

"Bennitah Kisongoa is a gifted author who brings a unique perspective to the subject of confidence in her book she skillfully weaves personal anecdotes and relatable examples to create a compelling narrative that is both informative and inspiring. If you're looking for a book that will give you the tools you need to boost your confidence and also understand the generational stereotypes in relation to confidence, I highly recommend this book With practical advice and a supportive tone, she shows how even small steps can make a big difference in how we feel about ourselves. This book is a must- read. I would say.

- **Dr. JACINTA S. KIMUYU.**

I have known my daughter Bennitah Kisongoa as one of our faithful members of our church (New vision ministries-chokaa) and a committed servant leader in charge of relationships, with a lot of integrity. She's a very confident public speaker by God's grace and I have seen her growing from one level to another. Information is very important and has innate power to determine the choices we make and steer the course of our actions and lives. She has chosen to impact the world by sharing her encouraging insights on building confidence and developing a growth mindset towards achieving own goals in her book. May the pages of this book bring life and transformation to you. I invite you to this journey that will give you a front seat in our society.

PASTOR TUMAINI AKILIMALI - Founder and senior pastor, New Vision Ministries., Author of songs and a renown worshiper in East Africa.

Bennitah Kisongoa is such a confident lady who believes that the only impossible thing is the untried one. I have known my daughter for quite a long time from when she was in high school until now and I can say she's a very visionary, understanding and focused lady because I have watched her grow and take bold steps towards her success. I can assure you, if this piece is about confidence, then you have the first hand information from a practical example. This book is a perfect guide for you to build your confidence, help realize your potential and pursue your purpose in life.

Mr. MOSES MWANZIA.

PREVIEW.

Floria was a girl born in the 21st century and raised in a small village in Kenya. She was the only daughter in a family of five, including her parents and her two brothers. She was raised in an environment where societal beliefs dictated that life should follow a specific pattern and any disruption to the norm was considered a taboo.

"Maya's fondness (Floria's mother) for Floira could be seen in the way she would be filled with joy when Floria was happy. She would even cheer for her when Floria did something impressive. Floria's close relationship with her mother was undeniable, and even her brothers could not deny that fact. To them, it was so evident that their mother had a soft spot for Floria, her only daughter. Floria was a very playful kid and whenever she went out with her mother, despite the environment she could not hold her playful character. She could create new games to start playing with other kids, keeping them busy while their parents were busy with the meeting. Even though Floria was only eleven years old, her enthusiasm would create some games which would involve all the kids and conduct them in a way that no one could get hurt.

One day, Maya had dinner with her friends, and as usual, she went with her little daughter.

Customarily, while Floria was playing with her friends, she accidentally messed up her dress, which had so many stains. As dinner was being set up, Maya was so happy to introduce her daughter to her friends. Little did she know that her dress was messed up. Maya was embarrassed by what Floria had done, and as a parent, Maya covered up her anger and cracked a joke to her friends, "This is how my daughter is always active."

But this did not make any sense to her mother's friends, they kept talking ill concerning Floria, they rebuked her and discouraged her. They said that Floria was so outgoing and that she didn't have patience for her. They teased her so much that she felt so low. When they arrived home, Maya punished Floria for messing up her dress. "It's very important that you learn to respect your things, Floria, because they are not free," Maya told her daughter. After a few minutes of thinking about her mother's words, Flora replied, "I'm sorry, mommy. I promise I won't do it again." Maya then hugged her and told her, "You must always respect what is yours and others' too, okay?" And Floria nodded at her.

The habit of attending events continued, and one day, Maya proudly called her daughter to greet the people who had attended the event.

Floria happily ran towards her mother and happily greeted the congregation. Despite how confident Flora was, there was some funny laughter noticed, because Floria had stains on her dress. A young boy's voice was heard saying, "Floria, you have a stain on your dress. I am more decent than you."

This reminded Floria of a saying that says that *"No matter how good you are; one negative thing can discredit you."* It's too unfortunate how human beings tend to be distracted by negative things and forget all the positive and good things.

Flora went home discouraged and cried all night, but luckily enough, that was her turning point. After a few minutes of crying, Flora remembered a lesson she had been taught at school, *"Life doesn't wait for you to be okay, just get up every day and keep pushing."*

This gave her courage and the determination to continue focusing on the best, keep building her capacity and to ever be resilient in her journey towards achieving her goals.

Floria learned a valuable lesson that night - that other people's opinions shouldn't define her. She learned to respect her own things and to be clean and decent at all times.

She even carried a handkerchief and a purse to ensure that she would stay clean as she could be attending the events with her mother. This was a huge improvement for her, and it was all due to her determination to make a change. From that day on, Flora never let anyone make her feel bad about herself. She believed in herself and her ability to be successful.

Floria's life seemed to be looking up. She was eleven years old, in fifth grade at Faulu Primary School, and was doing well in her studies. She was also a member of the debate club and it happened that she was the youngest person in the debate club. The other pupils used to discriminate and discourage her that nothing good could come out of her. Madam Cecilia, the debate club teacher, believed in her and encouraged her. She always encouraged her and she kept giving her brochures and magazines about debate and public speaking so that she may continue sharpening her skills.

As time went by, she mastered a bunch of good communication skills and gained more courage in speaking in public. Flora could even lead choruses and prayers during the morning school assemblies and her improvement was commendable! Despite her putting more effort, it was unfortunate that her class teacher never liked her personality.

She consistently kept mocking her since could say Floria is just 'a little brat who lacked morals.'

These words could tear down Floria's heart, but she never gave up. She always made sure that she's growing up to be a poised and presentable young girl.

One day, when Floria was in her seventh grade, something happened that changed her life forever. The school announced that they would be launching an art and craft program, and the ceremony would be officiated by their local Member of Parliament. This was the day that the glory of God would shine upon Floria. This reminds me of the holy scriptures *'Isaiah 60:22 A little one shall become a thousand and A small a strong nation. I, the LORD, will hasten it in its time.'*

To Floira's surprise, she was among the pupils who would be interviewed and the one who qualified would give the thanksgiving speech. There was Legacy and Charlotte from the fourth grade, then Floria, Ava and Kylan from the same grade who were being interviewed.

They were given three days to package themselves well for the interview.

The interview day came and each of them approached the panel.

Legacy and Charlotte were the first ones. The young kids were very confident, influential and persuasive only that due to their age, their speech wasn't very prudent in a way that they could do a good and this presentation and this made it a no-win for them. Ava was the next to approach the panel, she was very smartly dressed, very sharp looking and bold enough though she turned out to

be a Dunning-Kruger. She didn't have a nice speech as expected, she believed her confidence will give her a win in this competition and she never bothered coming up with a relevant and good presentation, but guess she wasn't lucky enough. It reminds me of this quote that,

'By failing to prepare, you're preparing to fail' - Benjamin Franklin.

Then Kylan came, a very wise, sharp and cool young boy. He was very good in research, in that all his arguments were very relevant and ideal. Despite him being able to construct a good speech he always had a problem in delivery of the message. He had not yet mastered the art of message delivery and how to confidently articulate issues so as to be able to convince the interviewing panel that he was deserving of this position.

He missed a mark on confidence and also a challenge in good communication and presentation skills.

Finally, Floria came as the last in the interview. The way she approached the panel, her posture, dressing her smiley face, DAMN! This was just a bet that Floria was to take the position.

Her efforts since she was young were not in vain. Floria's composure and eloquence as she did her presentation and quality of her information in the speech couldn't even make the panel hold their horses. They were just impressed by her presentation since she was both knowledgeable and confident. Floria turned out to be the ultimate choice! This was a huge honor and Floria was really proud of herself.

She gave out a speech as the winner and the only thing she could say was *‘One important key to success is self-confidence but again the very key important key to self-confidence is preparation.’*

The launching day came and everything went as expected and the time for giving out the vote of thanks came and, Floria had promised to control herself and to take charge of the stage and be outstanding.

Floria’s approach to the podium reflected an epitome of elegance, sharpness and confidence. She mastered her steps and walked boldly with a fancy smile to the congregation who could not hold their happiness and in turn responded with claps and they were cheering Floria, she was a trailblazer since such a moment had never been witnessed in the school before.

This reminded Floria of the Mathew principle by Robert Martin which said that “Those who started with advantage accumulated more advantage over time and those who began with disadvantage got more disadvantage over time.”

When the congregants quieted down, Floria’s soft voice was heard saying “The Member of Parliament; Hon. Dr. Ezra Oswald, the present honorable members of the county assembly, all invited guests, Faulu primary school headteacher, the deputy head teacher, school board members, teachers, parents and my fellow pupils, Good Afternoon? I would like to thank Almighty God for His mercy and goodness upon us today and the administration and for allowing me to give out the vote of thanks in this ceremony.

My special gratitude to our chief guest Dr. Ezra for honoring this call despite your busy schedule, May God bless you.

The art and craft program in our school will be a very crucial program that will make every pupil try and realize their talents and abilities and also learn new skills each day. As Faulu primary school fraternity we are very grateful to all stakeholders involved in this program, we promise to use this opportunity optimally and give it our best shot.”

“A word to my fellow pupil, ‘Opportunity comes once’.

Let us all try and exploit our full potential ‘you may not know what is going to happen if you don’t try something but if you try you will know what is going to happen’ Personally, been through punishments and discouragements but have always tried to stay positive and keep building my confidence and mastering good communication skills and I never knew what the future was holding for me, but here today the future has started coming true. Remember,” There are far better things ahead than any we have behind.’ I wish you all the best in this new exploit.”

“Lastly have learnt that, “A lot of things might give you access but gratitude will give you more access and so receive our appreciation Hon. Dr. Ezra, you’re most welcomed again at Faulu primary school. Thank you all for giving me an ear, I love you and may God bless you” [the congregants clapping as she stepped down from the podium.]

Dr. Ezra couldn’t hold his joy and how he was impressed by Floria’s speech so he requested for a minute. He stood up and said, “Ladies and gentlemen, the current generation is too competitive and unpredictable. I’ve been really impressed by little Floria.

I have never seen such a brilliant little young girl like her. She has reminded me of the story of Daniel in the holy scriptures of how he made it to be the king of Babylon at only seventeen years old.

It took much confidence and courage for him to do it and so as to Floria. Let's start living our future now and it will manifest.

Mark Twain said "The secret of getting a head is getting started." I am going to give Floria a full scholarship for her education from now until she gets done with her bachelor's degree and also I am sponsoring her for a public speaking masterclass so that she may build more capacity in that skill. She can be a great speaker." Floria full of joy, jumped to the podium and bowed down before Dr. Ezra as a sign of honor and gratitude with tears all over her cheeks.

It was at this moment that Floria remembered a scripture from her sunday school teacher;

"Psalms 128:2 When you eat the labor of your hands, you shall be happy, and it shall be well with you."

'And ultimately, every effort does bear fruit.' – Simon Jacobson.

CHAPTER ONE.

CONFIDENCE.

What's confidence?

This is having a strong belief that you're more likely to be great despite the failure. It's more of having a self-positive image.

What's self- confidence?

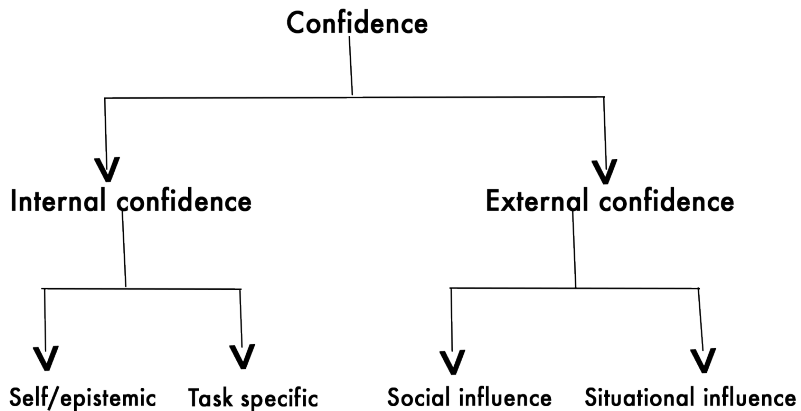
This is having a sense of self-worth, and being sure of yourself.

Basically, confidence is a skill. Someone doesn't get born with it, you just acquire it as you grow.

Just as the other skills, you should always keep boosting your levels of confidence as you embrace different spaces and platforms in the world.

"Confidence is a Key to success"

Types of Confidence.



We have 2 main types of confidence; internal and external confidence

However, we have other subtypes that fall under the main types. They include; self- confidence, task-specific confidence, social confidence and situational confidence.

1. INTERNAL CONFIDENCE.

This is an in build type of confidence that comes from an individual and it takes around 22 years to build and once build it isn't easily lost.

What do you think are some sources of confidence?

Well let's check this story.

A young group of me were traveling through the woods and one of them, who was new to the group, accidentally fell into a pit. The others saw how deep the pit was and they saw no hope in him trying to escape out of it on his own. He started climbing out of the pit but he seemed to fail several times. The other young men shouted at him to give up because they saw it wasn't possible for him to make it.

Despite the yells from the other men, he continued to try climbing out and eventually he managed to reach the top and he got outside the pit. The others looked at the bruises and cuts on his arms and legs and they asked him "didn't you hear us? Why'd you ignore us and keep trying to climb out?"

As he watched their lips moving, he explained to them that he was deep and he thought that they were encouraging him to get out.

This young man was very confident and he knew that he would get out. Ignore it.

The truth is you'll always be young to someone's eyes and old in theirs, good to someone and bad to another.

“The world will never agree with the true definition of who you are, so just ignore it and decide to be whatever you wanna be”.

Sources of internal Confidence.

1) Positivity.

The fact that this young man Couldn't hear whatever the others were telling him, kept in his Mind that they were encouraging him to get out. He never thought that they were telling him to give up.

Positivity gives you Confidence to do whatever you're doing because you know that it's going to be a success. Embrace positivity all the time and learn to see the good in everything. This will boost your confidence level.

2) Self-worth.

When someone values themselves despite their flaws, weaknesses and mistakes they've made before they Create room for Growth.

This young man was very confident that he'd definitely get out of the pit though he couldn't hear any encouragement from the other young men.

Learn how to self-credit Yourself and safeguard your self- image and identity.

“You're allowed to change the price of what it costs to access you.”

3) Values.

These are individual set standards and principles that build confidence in one-self.

>This young gent had set a principle that he won't give up until he gets outside, no matter how many times he tries and fails.

4) Images and thoughts.

How you see yourself and who you think you're and what you're capable of

Be very intertidal with your thoughts and because they tend to come to reality.

5) Growth.

Someone's improvement, advice in their life and also the progress makes them feel more confident in whichever they do.

Be ruthless with your focus and create more space for growth in your life, this will boost your internal confidence.

6) Task-specific confidence.

This is brought by competence and experience.

You grow confidence with something else because you're too experienced in it. This can be in so many different fields like, science, medicine, technology, leadership, politics, business among others.

For instance,

You're a mechanical engineer and a certain machine breaks down and needs repair. You'll be confident while convincing the owner that you can fix it because you definitely know that you can do it.

Be so good at it that they can't ignore you. That's the only way to remain relevant and effective and long lasting in your profession.

7) **Self-confidence.**

Also referred to as epistemic confidence.

Always convinced that your opinions, values and decisions in any discussion or engagement are correct.

There are so many ways you can build self-confidence and they'll be discussed later in the book.

2.**EXTERNAL CONFIDENCE.**

This is a type of confidence that's outwardly influenced, in that you grow / develop it because of the environment or situation that you're in.

Sources of external confidence.

1) **Responsibilities**

When someone realizes that they have a responsibility or a role to play, maybe at the workplace, to grow / develop confidence so they can attend to it.

This means that once they're done or the responsibility is passed to someone else, then the confidence is also gone.

2) **situational Confidence.**

- This is the type of Confidence that we develop because of some situations that we are subjected to.

* Let's check this analogy.

In Case of an attack, the attacker quickly develops the confidence to face the attacker and defend themselves.

We have the excitatory neurotransmitters that encourage the target cell or organ to take action through helping or aiding the Communication between the organs.

The Acetylcholine initiates the transmission of signals that create muscle movement and this helps in defending yourself.

This type of confidence completely fades immediately when you're out of that situation.

B) Social confidence.

By being around people you're easily convinced that the people around you are most likely going to accept you.

For instance, if you go to a new school or workplace and a new group of colleagues or students look too social, you immediately develop a sense that they are going to accept you as one of them.

This means, if the group doesn't look receptive then, you'll have self-doubt for the acceptance.

From the above two types of confidence, we learn that both are necessary but most importantly, we should work on improving and building the internal confidence since this covers /takes over the external confidence.

“An athlete without confidence is nothing more than an empty shell” - Will Jonathan. (A Mental sports coach.)

Reasons why people have confidence

The very main reason is because confidence gives resilience, motivation and belief in self-ability.

The other reasons might be;

- a) Vision.
- b) Track-record.
- c) Honesty/openness.
- d) Looks.
- e) Faith/belief.

DIFFERENT GENERATIONS.

A generation is a Group of People born and links about at the same period of time.

- Let's check the different generations since 1900's

Period.

Names

1901 - 1924 - Greatest generation

1924 - 1945 - Silent generation

1946 - 1964 - Baby boomers' generation

1965 - 1980 - Baby busters (GenX)

1981 - 1996 - Millennials (Gen Y)

1997 - 2012 - Generation Z (I Gen)

2013 - 2025 - Generation Alpha

Each generation has had its own special purpose.

A) The silent generation

- Born in a great depression and a political instability
- They are known to be respectful.

B) The baby boomer's generation

- Considered as the economically influential generation that became successful.
- It's also the generation that has many founders of great companies and institutions across the world.

C) The Generation X

- They are known to be smart street wise though highly skeptical and they thrive to get things done.
- Generation X doesn't entertain any form of disrespect and they are also known to be economically stable since the greatest Percentage is said to have occupied the current corporate space.

D) Millennials

- The millennials were known as the community builder.
- They responded to the age of information and the digital renaissance that we live today
- Their 'Pro' is that they came up with A Digital Culture and Community.
- Their 'Con' is that they can idolize other people's opinion, and how other people look at them.
- They are the digital pioneers.

Generation Z

Also known as the iGen and they were born between the years 1997 – 2012.

This generation is known to be more of digital natives to a point that they do everything online; shopping, dating, learning, working, making friends among others.

They adopted the idea of content creation.

Generation Z has been really affected by societal and cultural patterns while growing up and this has killed confidence of a greater percentage of this generation.

They've been raised through many traumatic experiences with no positive affirmations.

Let's check this analogy

While growing up at schools the teachers could group us into different categories according to our performance

- *(The group of best performers, the group of average performers and the group of worst performers).*

Now, whenever teachers used to address these different groups, their language would vary depending on the group.

There's a group that received great affirmations that they'll be great people like doctors, engineers etc.

Another group would be just told to put more effort and try to become good people.

The last Group could be told just to try and finish school and become whatever they want to.

Whenever these groups met and discussed this together, this would really affect some students since they thought that they are of no good or they ain't worth it because they didn't receive certain affirmations.

From this analogy, the ones that didn't receive good and strong affirmations were directly subjected to a Kind of slavery of believing that they can't make it to the level of the best performers.

This Made them refrain from trying more to achieve their best potential mark/score.

This effect has been a long term one, till to date, they're still struggling with low levels of confidence.

This means that the most important skill that needs to be revived and installed in the Generation Z is confidence.

The 'Pros' of Generation Z.

- 1) Generation Z is considered as the smartest and most educated generation.
- 2) Generation Z is a generation of leaders.
They are all full of leadership and real, and if they build their capacity well in leadership, they'll be very transformational, democratic and they always put more emphasis on inclusivity and development.
This gives them a distinct feature from Generation X and millennials who are known to be very dictatorial.

- 3) They are most motivated by a sense of purpose. They always want their work to be meaningful and to impact others positively. Since they are focused on the impact, this gives them the desire to make a visible and recommendable change in the society.
- 4) They have an entrepreneurial mindset. Most Generation Z's who are founders of different companies and start their own business do thrive. This creates a competitive environment for people in the generation.
- 5) The philanthropists. Generation Z are not self-centered folks and are philanthropists' influences who and what they support. They are more 'Impact' centered and they are also high advocates for environmental conservation.
- 6) They are socially minded and very collaborative. Generation Z are more concerned about shaping and building a good future for everyone. They are not afraid of what they believe it's the truth.

The 'Cons' of Generation Z.

- 1) They tend to idolize their feelings and also, they are slaves of fear.

They always think that everything they say it's right, which isn't literally true. Therefore, this calls for the big need for serious mentorship to the Gen Z's.

2) Highly affected by peer influence.

Generation Z defines success as wealth and satisfaction. This really brings the bad influence among themselves in that those that haven't made it to success tend to engage in criminal activities or illegal / immoral behavior so as to satisfy their desire for success.

3) Generation Z is termed as the loneliest generation.

They spent most of their time battling depression, fostering isolation

They always fall prey to the 'compare and despair' trauma due to high peer influence leading to isolation.

The cultural and societal patterns during their childhood upbringing has affected them and their confidence negatively making it hard for them to keep trying even when things are not on their side hence developing funny personalities like introverted personality which might be caused by failure and comparison.

F) Generation Alpha

This is the generation born between 2013 - 2025.

They are very confident and fearless and also outspoken in that they always want their voice to be heard, their impact to be felt and their preferences and personal needs to be considered.

It is a more independent, self-driven and self-oriented generation and they are said to be more mature than their age.

This is the most private generation. Privacy is like a type of currency to them since the invention of the internet.

They might not need a digital footprint, and if they do, they're not going to give out their real details.

They are too tech-savvy and it's the generation that's going to be globally connected through technology.

The 'pros' of Gen Alpha

- 1) They are self-driven and fearless.

They can do anything that they think they are capable of doing

They are very confident and very sharp tech-wise

- 2) They are so direct to the truth.

Generation Alpha will be the backbone and will be able to prove with logic and information the Generation Z's suggestions.

- 3) They are revolutionists

Their outspoken and confident nature will make them baring about revolution in different spaces like leadership, technology, business, education among others.

They'll really support the passionate Generation Z leaders because they share some characteristics like being democratic and advocating for the right thing to be done.

4) They are the truth seekers

For example,

Generation Alpha will not be the one that looks at a pretty house and then immediately buys it; they will first ask for the plan of the house; they will look at the actual foundation and see whether the foundation is stable or not.

The reason behind all this, is because the generation Z came up with the aspect of fake news/false information and this has really brought the doubt in the generation Alpha and so they will get deeper and expose the truth.

This has really affected how generation Alpha sees the world and basically, they are not going to take everything that is presented to them before they test it.

They'll need the facts about everything shared to them, they'll completely ignore you and your information.

The 'Cons' of Generation Alpha

- 1) They are said to be defiant, disrespectful and rude.

The generation Alpha's teachers claim that teaching these kids is the most traumatic experience since they don't respect authority.

They are said to have poor behaviors even for the high achievers and highly socialized.

- 2) They are too violent.

Generation Alpha has been raised with a mentality that violence can bring solutions whenever problems arise among them.

They are very defensive in a violent way.

- 3) They are very nihilistic and individualistic

These funny behaviors have come as a result of being too consumed by technology in that they don't care about anyone or anything.

- 4) They believe they are immune to consequences.

Generation Alpha has been conditioned to see that there are no consequences to their poor behavior's bad academic performance, rudeness and lack of care.

This makes them to be said to have missed a mark on discipline in both their education standards, literacy and socialization.

This problem starts right from parenting.

Most parents to generation Alpha are the millennials and a part of generation Z and these folks don't create enough time to mentor and correct this child.

This is because some of the parents already have corrupted morals and it seems hard for them to correct their kids since they are not an example to them.

The parents don't want to take accountability for not doing what they need to do towards raising the generation of Alpha kids.

5) They are mature than their age

Generation Alpha has been raised believing that they are grown folks and that they can speak up whenever they want to whoever they want and whoever they want.

This makes them mistake their confidence with arrogance.

The above 'cons' for Generation Alpha call for serious action to be taken in raising these kids and it needs more of psychological understanding of their nature and how to handle and interact with them.

DIFFERENT PERSONALITIES

A personality is a combination of characteristics like behaviors, values, abilities and interests that make up to an individual's distinctive character.

We will be checking the three main personalities.

a.) Alpha personality

b.) Average personality

C.) Adaptive personality

(a) Alpha personality

People with personality are very confident, outgoing, have too much energy and they are more prone to ignorance of red flags and realities of life.

They are too much optimistic that ignore the fact that there is also a disadvantageous part of life. They tend to think that whatever they do or say is true and this makes them not seek mentorship.

And this turns out to be their 'con'

Alpha males make 70% of most senior executives in the corporate and political spaces.

They take challenges and also lead from the front. They are very independent - minded and not easily compromised.

In most cases they are the vision bears and strategists.

At some point leadership might be a challenge to them because they like moving fast.

The aspect of dictatorship makes them lose touch or contact with the people around them since everyone loves inclusivity.

They have a challenge when it comes to balancing their confidence and energy but with serious mentorship, they always turn out to be most successful in life.

(b)Average personality

These kinds of people fear being controversial and they are ever satisfied with their current identity.

Change to them feels like a threat because they like being in their comfort zone.

Bringing a solution to the average people is a threat to their identity but the question is;

“Is it worth it to take the risk of not feeling threatened and choose embracing change?”

The answer is definitely “yes.” Change brings you to a new different space, subjects you to a new thinking and perception of things hence growth. The average person can still make it to step out of their comfort zone and embrace something new.

“The impossible is the untried”

(c)Adaptive personality

The adaptive individuals are not afraid of change and they easily adapt to any change around them.

They are easily teachable and if subjected to serious mentorship they can really outshine the Alpha individuals

The 'pro' is that they're the smartest individuals and they see things from different perspectives. Their nature expands their capacity in handling change and they're very resourceful and good managers.

Being adaptive is considered as a skill, though they might not be much confident, but building their confidence is like glimpse.

They are very disciplined folks.

*"The greatest version of you is the disciplined version.
The version that has parameters."*

CHAPTER TWO

‘Dealing with esteem issues’

LOW SELF-ESTEEM/LACK OF CONFIDENCE.

Lack of confidence is characterized by self – doubt, insecurity and a feeling of inferiority. This can also be termed as low self – esteem
Did you know that our genes account for up to 50% of our character?

This means that no one is entitled to low levels of confidence.

Even though an individual's confidence is partially determined by their genes, everyone has the capacity to build confidence through actions, mentorship and experiences.

Research done by Rebecca Howlet and Cynthia Sharp reveals that 85 percent of the global population suffers from low self-esteem and confidence.

Nearly 80% of women across the globe do lack confidence in expressing themselves in learning and working institutions

-Study by the Encompass Equality

Low levels of confidence leads to self-rejection.

SELF REJECTION

This is a person's tendency to reject or dismiss their own needs, wants and feelings.

An individual who has self - rejection might avoid contributing to any discussions they are engaged in, because whether their contributions are valuable as others. They constantly tell themselves that others won't be interested in them or their ideas leading to low self-worth and insecurity.

They devalue themselves, believing that they are not good enough deserving and they do ignore their own emotions, needs and desires in order to please others and avoid conflict.

Causes of self-rejection

1) Negative self-talk or inner dialogue.

The inner dialogue is the ongoing conversation we have with ourselves in our minds.

Some negative talks that would lead to self-rejection is such as:

“I am not good enough”

“I’ll never be successful”

“I am worthless or a failure”

These negative talks can reinforce the belief that contributes to self-rejection leading to a cycle of negative emotions and thoughts about oneself.

2) Low self – esteem

Low levels of self – esteem make an individual doubt their ability and capabilities, feel insecure and avoid risks.

These can contribute to a pattern of self-rejection. Does this explanation resonate with you?

3) Imposter syndrome

This is what holds people back from either never getting started or once they start achieving high success rates.

This means that you don’t feel that you’re worthy of your success and you might constantly think that someone is looking at you thinking you’re an imposter.

Signs for imposter syndrome

a) You attribute your accomplishments luck rather than ability.

b) You have a fear of being found out and that someone will show up to be a Fraud and not worthy of the responsibilities assigned to you.

C) When complimented, you feel like you are getting away with something.

d) You try to do tasks so perfectly, either procrastinate or over prepared.

OTHER SIGNS OF LOW SELF- CONFIDENCE.

The major sign is self – sabotaging good opportunities because you think and you don't trust that something good can actually happen to you.

Other signs are;

- 1) You experience challenges while speaking in public
Speaking in public requires you to be confident and master communication skills both verbal and nonverbal.
Someone who doesn't have confidence struggles to maintain eye contact and they also avoid interactions at all cost.
They also tend to use fewer words in their speech or while giving presentations which can even lead to stammering.
- 2) You don't speak out your opinions
This is mostly caused by two cognitive biases
 - (a) The Bandwagon effect
 - (b) The Conformity bias

These biases have a tendency of making someone change their own belief or behaviors so as to fit in with others.

As humans we have a deep – seated need to belong to a group and want to feel acceptance. This makes us conform to the norms of the tribe out of fear of being judged.

You constantly ask yourself “what will others think of me”

The Bandwagon effect prevents an individual from expressing their own opinions and values. These biases lead to poor decision making and conformity but you can still avoid them and stand for your own beliefs.

This needs high self – confidence.

3) You are risk averse

People with low self – confidence tend to avoid taking risks, such as starting a business or trying a new lifestyle.

This is caused by the fear of failure, which makes you afraid of the uncertainties that might come with change.

However, every risk taken comes with equal chances of success and failure, so it's important to take calculated risks to grow and improve.

4) You poorly take responsibility for your wrongs

This is a very sensitive bias called self – serving bias where individuals take credit for personal success and blame others when they fail.

This bias can lead to overconfidence and lack of empathy towards other people's opinions and this has a direct impact on how you interact with people.

This bias is very dangerous because it focuses on safeguarding your self – esteem but again it doesn't give you room for learning and making improvements from your mistakes.

- 5) You are too ignorant to corrections and too sensitive to criticism

This is connected to a cognitive bias known as “Ostrich problem”

This is when you ignore any information that contradicts your beliefs or desires. In this case you only focus on the positive aspect of trying something new and ignoring the negative part of the engagement.

This bias makes you so sensitive to critics that you think you're being deemed or maybe whatever you're doing is being disapproved of. This is a sign of low self – confidence since you don't want to admit to reality.

- 6) You constantly depend on validation.

Validation dependency is where a person's self-esteem is nearly dependent on validation from others. This makes you rely on others to confirm your worth and a feeling of the need of constant approval.

The constant need of affirmation from others, shows that you cannot appreciate yourself because you don't believe in what you have done and if they don't affirm you, you'll always have a doubt whether you've done it rightly.

EFFECTS OF LOW SELF-CONFIDENCE.

Leon and Jade were friends and co-workers as well. One day, they were in a meeting with their manager. The manager asked a question that would result in a promotion for the person who would answer correctly. Leon knew the answer but he was afraid of speaking up as in front of the group. So, he whispered the answer to Jade. Jade immediately after he heard the answer, he rose up and said the answer.

This was an opportunity that would have given Leon a promotion but sadly the promotion was awarded to Jade. Lack of confidence held Leon back from achieving his full potential.

Let's check how lack of confidence impacts our lives.

1) It causes the pain of Regret.

Someone said "If you think the price of winning is too high, wait until you get the bill of regret. And that bill is generational."

Yes, you have missed the opportunity before and you keep on regretting it but it's never too late, you can still give it another try. "Better the pain of failure than the pain of regret."

2) It brings mistrust.

Consider a case of two people who are pitching for business ideas.

One person has a better idea than the other, but he doesn't have the confidence, yet the other person is more confident in gesticulating their idea. Definitely, the financier will believe the one who's confident because they are convinced that they know whatever they are explaining. Lack of confidence can make people fail to believe in you or what you are doing no matter how good you are.

3) You are taken advantage of.

From the Bandwagon and conformity biases appeal, once people realize you don't have confidence to stand up for your beliefs and values, they tend to take advantage of you.

This makes them do whatever they won't because they know that they will definitely accept.

This constantly affects you in a negative way because you never live according to your values and principles nor do you live your real life and you can never succeed in life.

Learn now to stand up for your decisions.

“Decisions are like bridges to success. You need to build them wisely and with determination.”

4) You can't make improvements.

Failure to take responsibility for your wrongs, denies you to make improvements and learn from them. You don't improve in both career and personal life leading to stagnation. And “The pain of stagnation is greater than the discomfort of change.”

5) Slow-growth or no progress.

Criticism pushes you to grow and also improve on yourself.

Being critic sensitive makes you not progress in whatever you're. Criticism is there to be taken positively. Dependency on validation makes you downplay your achievements because failure of acknowledgement from others demoralizes you leading to loss of morale in whatever you're doing.

Being at risk areas denies you growth, being afraid of change denies you progress.

The reason as to why you aren't progressing or growing is because you're afraid of change and risk.

6) Loss of touch and conduct with people.

Judging others based on intentions and their actions and underestimating situations influences that might have led to someone's waiting is a very bad misunderstanding that might make people keep off from you.

This is described by a cognitive bias known as the "Fundamental Attribution Error."

We don't accept what we don't like about ourselves, we see in other people. For instance, "You don't like the fact that you're lazy, then you will judge lazy people."

This is a phenomenon called "Projection"

The two biases will make you lose conduct with the people around you since no one likes being judged.

7) Poor decision making.

8) People with low confidence levels tend to make decisions on information that comes easily to their mind.

They put so much weight on the first thoughts depending on how they think has recently happened and how much emotion is provided.

This is a cognitive disorder called the “Availability/Heuristic bias.”

Lack of self-esteem might make you not overcome this bias.

HISTORY OF THE PROBLEM.

Where do you think all this problem started?

What do you think made you stop being confident?

What do you think lowers your levels of self-esteem?

Let’s check on some of the reasons why you lack confidence or you have low levels of self-esteem.

- You were not born with the problem, it just happened to cross your way at a certain point in life.
- These are the things that might have contributed or caused the problem:

→ Society.

→ Culture and Believes.

→ Traumatic Experiences.

→ Productivity Guilt.

→ Packaging.

A) Society.

- This relates to the environment that you have been brought up in, the things that you’ve been taught and also exposed to.

- These societal setups include; the childhood upbringing background, learning institutions and workplaces.

Childhood upbringing backgrounds.

Let's check the story below.

A child walking down the stairs, accidentally missed a stair and she falls down immediately, when she falls, the mother shouts to her questioning why she has fallen down. Also the other children around her laugh at her. This goes to the extent of the mother punishing the child. Neither the mother nor the friends tell the girl why it's wrong with falling down. The reason is because she got injured, but because no one says this to her she immediately develops the fear of failure in her subconscious mind.

So whenever this child thinks of trying something now she will always be afraid of failure because her mind was programmed to know that failure is not good and is not acceptable in the society.

And guess who the person is? "Hahaa" it's you; That's one of the things that brought the fear of failure to you.

- Learning Institutions.

Another scenario at school when you do an exam and the teacher brings the results. If you've failed, you will tend to hide your results from your friends. This is a sign of a programmed mind that failure is a bad omen in the society and no one should be associated with it.

The aspect of individualistic reasons collectively also brought about the self-serving bias.

For the server students tend to be overconfident in their knowledge and they overestimate their competence hence downplaying the others which shuts down

dialogue and learning because you believe that you cannot set anything good from them.
This is the Dunning-Kruger effect but you can overcome it.

- Workplaces.

Demotivation and demeaning of employees has been all along a great challenge in the places of work.

This doesn't create a conducive working environment, since no matter how they try something new or how they struggle to get things done, no one recognizes their effort.

This lowers the confidence of the workers in their professions and they refrain from training new things neither improving from what they already know.

B) Culture and beliefs.

We all have cultures and beliefs that we develop with time that usually govern the way we live and interact with each other in the society.

Once a certain culture is developed and then followed by everyone, it directly reflects the belief that everyone in that society or community will have.

For example, the African culture, we're already developed some pattern like;

Someone has to attain a certain age so that they try to do a certain thing.

Failure to follow such a pattern feels like it's going against society.

The question is: What if you try that thing before attaining the age??

Definitely you will do it, though people must be against you.

Chauvinistic beliefs.

In this case I will talk about male chauvinism. This belief has really made women refrain from trying to exploit their full potentials and build capacity in certain areas. It's a belief that women are work vessels and they cannot make it in some fields of professions.

Let's cite an example from the Kenyan Constitution 2010. The leadership 2/3 rule for the representative in the parliament and also the SDG goals that privilege the women or female gender.

The question is: If we remove the 2/3 rule, will women still manage to manage the 1/3 of the members required?

“Birds born in a cage think flying is an illness”

- Alejandro Jodorowsky.

C) Traumatic experiences.

A teacher walked into a classroom and handed over a piece of paper to each student with the supposed message facing down. He then asked the student to then turn the page over and begin their surprise quiz/questions.

The students were confused because there were no questions on the sheet. Just a black dot on the Centre of the page. The teacher said, “Write down what you see on the sheet.” In the confusion made, the student wrote and the teacher collected all the answer papers.

All the students with no exception had described the black dot, how it's positioned in the middle of the sheet.

The teacher then responded "I am not going to grade you for this, because none of you wrote about the white part of the sheet. Unfortunately, this is also what we tend to do in life.

We always have a part in life with all the blessings to hold onto and enjoy, but we are too busy thinking about the dark spots that make us not have time and ability to embrace all the gifts we've been given by God."

Lesson learnt from above story,

Traumatic experiences of the past like poor academic performance, family conflicts, lack of affirmations, and also criticism makes us not see the opportunity around us and our capabilities. They also refrain from trying something new.

Continuous disapproval makes you unable to overcome the "Bandwagon Effect" in that you fear asserting your boundaries and saying no because you are afraid of another disapproval. This makes you not see the good opportunities that cause along with being assertive and independent-minded.

Some people were raised in families that had continuous conflicts and disagreements and it has affected them to decide that they don't want to have their own families because they think they'll follow the same trend.

Poor academic performance in a certain field might make you think that you can't just prosper academically. But, what if; you try another field? Do you change your mode of study? This past bad experience brings self-doubt and low confidence thinking we are not embracing diversity and positivity.

“Some things don’t work, others do. Don’t spend so much time on a locked door but you can look for another way to do it/ entry way.”

D) Productivity guilty.

This is the mindset of feeling bad when you are not working hard, you aren’t achieving your goals nor are you doing something impactful to the society.

Productivity guilt makes you think that you ain’t good enough and brings a constant battle with your inner self.

“The biggest conflict that humans experience on a daily basis is the need to remain consistent with how they choose to identify themselves and that need to remain consistent. Is usually what forces people to stay stacked and how they’ve always been.”

-Tony Robbins

E) Poor Packaging.

This is the aspect of building capacity in terms of knowledge, experience, self-image and outlooks.

Poor packaging leads to lack of confidence in any presentation or engagement.

If you’re not well experienced or well familiarized with the subject matter, you’re not likely going to have confidence to handle it or articulate your ideas and views about it.

In the case of speaking in public, poor packaging can lead to tension which consequently leads to fear of speaking out.

You dress, you scout and conduct with other people as part of packaging. Poor decisions might lead to low self-esteem.

Conclusion to part of the problem.

There's a certain reason for you that you respect, there are certain traits and accolades that you respect in an individual and you fall short of that.

"The degree that you fall short of the ideal version of yourself, is the degree to which you'll lack confidence."

For you to be confident, you have to adapt to the life of a confident version of yourself. Adapt the daily habits and actions of the ideal you.

Make that part of you that doesn't trust in yourself, believe in you. Trust in expressing yourself openly, and pursuing your decisions without letting anyone underestimate your potential.

"When you commit to your choice and actions, you begin to develop a relationship with yourself when you'll be able to trust yourself. This strengthens your own sense of sub-worth.

CHAPTER THREE

THE FOUNDATION OF BUILDING CONFIDENCE.

THE JUMP-OFF POINT.

Let's check this analogy

If you are holding a glass of water, its weight doesn't really matter, but it depends on how long you hold it. If you hold it for a minute, the glass will not be heavy.

If you hold the same glass for an hour, your arm will start to ache and if you continue to hold it for the entire day, your arm will become numb.

The weight of the glass doesn't change but the longer you hold it, the heavier it becomes.

The same way in life, the stress and traumatic experience we undergo and the worries of life are just like this glass.

You think of them for a while, nothing happens. You think for a long time, you start getting haunted and be incapable of doing anything new.

It's very important to let go of your past because in the very first step you should take towards achieving your goals.

You can't change your past but you can determine or decide the kind of future you want for yourself.

Learn how to shift the focus of your mind. We can gradually learn to be more present than being pulled into back history.

Be the person who breaks the cycle;

Choose understanding and calmness when they expect you to choose judging and violence's, choose acceptance and compassion in the midst of shame and rejection.

"It all starts with letting go. Always remember to put the glass down."

Explanation Story.

At the age of seven, Glen was involved in a fire accident and he was immediately rushed to the hospital. After the treatment and several operations, he was still left with burns.

The doctors told Glen that he would never walk again in his life. Glen was then discharged and went back home where he lived with her mother. Her mother would always encourage him every day he took him outside to the yard.

One day, Glen decided to throw himself over to the fence from his wheelchair. He stood up and with the support of the fence, Glen managed to take his first steps.

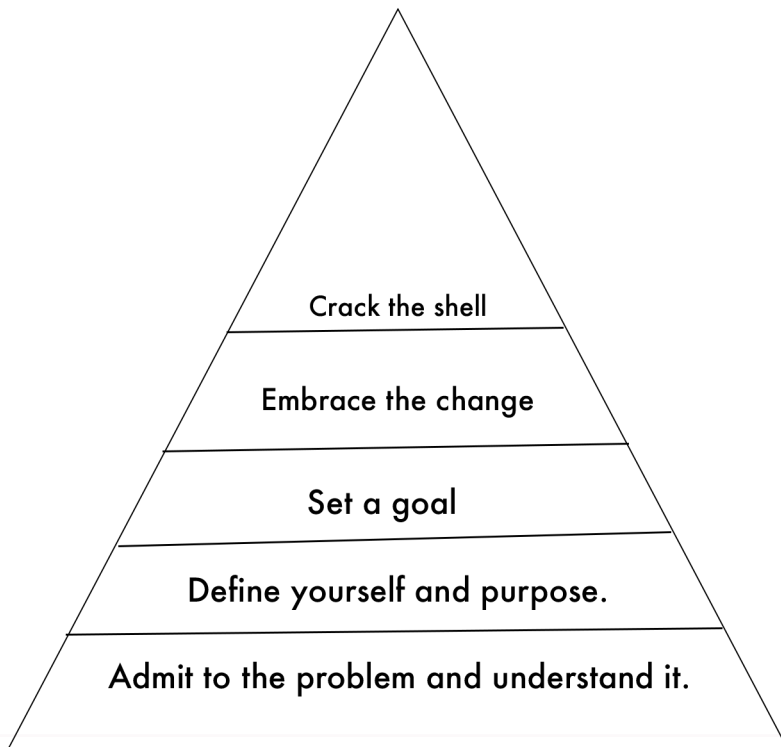
Yes, it was painful, determined and he wanted to regain his ability to walk again. Through his tenacity and perseverance, Glen actually one day managed to walk all around the yard. With help of physical therapy, he was able to strengthen his muscles and improve his balance. It was a long difficult journey, but Glen never gave up. Glen not only did prove the doctor wrong but he also inspired everyone around him with his determination and grit.

Afterwards in 1922, Glen ran for the United States in the Olympic Games in Los Angeles placing forth in 1500 meters and won the silver medal again in the 1500 meters' race at the Olympic Games held 1936 in Berlin.

Glen also broke the world record that wasn't broken in three years for running a mile in 4 hrs, 6mins, and 1 sec in the year 1934.

"You owe yourself every good thing and a good life."

Illustration.



I would like to illustrate the journey of building confidence where this pyramid is symbolic to remind you that the journey won't be easy.

It is a journey full of challenges and that is full of change because you must grow and transit to other high levels.

It's never easy but with discipline and commitment, anyone can achieve a goal that they're set and can visualize their vision and dreams.

Nothing will change unless you change.

Nothing will get better unless you get better.

It's not about circumstances or luck. Everyone has bad and good times as well. What matters is whatever you choose to do with these circumstances.

Every step you take in life comes as a result of an adjustment or change.

"You're what you do and if you change what you do, then you will change who you are."

Step 1: Understand your problem.

Since we are dealing with a common problem that's low self-confidence, you have to admit that you're not confident enough and then identify the root cause of the problem based on the history.

Analyze and identify all those cognitive biases that are affecting you and that are holding you back from building your self-confidence.

Allow people to express their different opinions freely without fear of being judged.

Understanding these biases will make you make more accurate judgment and improvements on relationships with others.

Admit to the fact that this has been embodied into your personality. Then now eliminate all these limiting beliefs by gaining a more accurate perspective.

"If you can recognize that your mind is making yourself feel a way that may not be true, that's the 1st step."

Step 2. Define yourself.

Don't let your past define you.

Yes, the past happened and you went through many traumatic experiences but don't allow the past, the society and your surroundings define who you are.

Take full charge of yourself, re-align everything and develop your confidence.

Remember, most people wish you success but they don't want you to be better than them. They will criticize you but you have to improve yourself despite the challenges.

It is never too late to reinvent yourself. You can decide that everything you've done up until this point in your life is irrelevant. You can completely choose to start a new book because your past doesn't have to equal your future unless you choose to live there.

You might think that the identity that you're created in your early stages of your age is going to be the identity that you're gonna have for the rest of your life but it isn't just that way.

“There's so much peace in knowing that just because you did something in one way for a long time, doesn't mean you have to keep doing it that way.”

Step 3: Set a goal to achieve.

Understand that you are the author of your own life and have a good purpose for it.

Have a vision that you want to visualize in future and give it focus.

Note down the must-dos for you to build your confidence.

Have the list of the people that you want to engage in the process of transformation.

People are builders and networks; be intentional with who you bring close to yourself. Let them be of good and use to you.

Have a list of what you want to achieve and design a plan.

Identify the priorities and the qualities that are needed for you to build your confidence such as discipline, learning, patience, gratitude among others.

“stop paying too much attention to the negatives than the positives.”

Step 4. Embrace change.

At this stage you must learn how to overcome decision fatigue.

Decision fatigue is the reduced ability or motivation to make meaningful decisions because of having made too many decisions at a particular time within a close time frame. This is mostly caused by a decision dilemma or mental exhaustion.

I understand that changing, especially from a different personality or a belief to another one, is not easy. So you have to make decisions and choose a few ones and make it a habit to practice mindfulness so as to overcome decision fatigue.

Change the people you interact with, change the environment that you're associated with before.

Something that you haven't gotten started with, you'll never know what it can result in, so start it.

"When it feels scary to jump in, that's exactly when to jump in."

Step 5. Crack the shell.

I recently did a study on how lobsters grow and it's quite fascinating.

A lobster is a soft animal inside with a hard rigid shell outside that doesn't expand. As it grows the shell becomes very confining which makes the lobster feel uncomfortable. So the lobster has to go under a rock and cast its shell off so that a new fitting shell may grow. The stimulus for the lobster to develop a new shell is that it feels uncomfortable. It recognizes the pain, fixes it and it does not only get rid of the pain but it grows from it.

The same scenario also applies to you. You must grow out of that pain, get uncomfortable with the force to grow and allow growth in your life.

Give it a dare, start building and working on how to gain and boost your levels of confidence no matter how hard it is.

Preparing yourself both physically, mentally and psychologically for building confidence requires focus, discipline and consistency for you to achieve better results.

"You have to move from a point of victimization to a point of empowerment."

When you learn something painfully, a part of you has to die.

Life is a constant process of death and rebirth and participating in that fully, is to allow yourself to be redeemed by it since it is voluntarily undertaken.

The part that you think it's not as good as it could be, let it die. This might worry you, but what part dies and rebirths something better?

"Be able to at any moment sacrifice what you are for what you could become."

INTERACTION AMONG DIFFERENT GENERATIONS.

These interactions will be among the most recent three generations i.e

- The Millennials
- Generation Z
- Generation Alpha,
- A part of Gen X who still happen to be among the employers of Generation Z.

- i) How to handle and interact with Generation Alpha.

First, we have to understand the nature of this generation so as to know how we can interact with them.

Generation Alpha is a very confident generation and they are known to be truth seekers.

For everyone dealing with the Generation Alpha, they have to be authentic with them.

You have to be able to be vulnerable and honest with them because if they sense that you're masking up something, they'll keep away from you.

Gen Alpha will be more inquisitive, asking deep questions at a young age because they might be testing your vulnerability.

This doesn't mean you have to get offended, just be smart enough to answer them and if you think the answer might contradict the reality it's better advised not to answer.

Gen Alpha is the most materially endowed and tech-savvy generation hence for the generation Z who'll be in leadership positions, they'll have to be completely honest so that they can thrive in their leadership.

Research says that most teachers to the Gen Alpha`s are deciding to quit the profession and just give up their retirement for the sake of their mental health.

The teachers claim that Gen Alpha kids are just rude and violent to each other, to adults and to everyone around them.

Most teachers tend to only reward good behavior and ignore poor behavior just because they don't want any form of violence, they just end up not punishing any poor behavior.

But again, we need to understand that kids or children do crave for structure, routine and also discipline at both home and school.

Therefore, appropriate consequences for poor behaviors are not damaging but healthy and development for children at all ages.

The education system must develop and put policies and regulations that protect the Gen Alpha`s from influence.

Gen Alpha being a very independent generation the 'pro' is that they will not be a subject of peer influence as for as decision making is considered but their also brings out the 'con' that they don't bother consultations and mentorships from their elders whereby they might end up making funny and choices. Gen-Alpha needs to be advised to majorly invest in their future.

Major/Important skills that Gen Alpha needs to be taught.

i) Good communication skills.

The generation is very vocal but they don't care what they say, to who and how they say it.

They fall short of etiquette when it comes to communication and they are finding it hard to build support even among themselves.

ii) Emotional Intelligence.

Due to their violent nature, Gen Alpha needs to be trained how to master and control these emotions whether provoked or not.

This should start right from home and easily childhood school so as to program them earlier in their subconscious mind so that it won't be a challenge once they grow up.

The enemy is always an accuser and of his greatest targets is our inability to have a sense of self-awareness.

Generation Alpha should be taught how to nature their emotional intelligence and temperament so as to become people of great strength or integrity.

iii) Cultural awareness and social experiences.

Gen Alpha needs to familiarize with the cultures (traditional digital) that are around them.

They also need to learn how to be collaborative as a part of social experiences.

They should start practicing staying with people and how to be comfortable with people.

Conclusion.

If the Gen Alpha says something that really upsets you, don't argue with them.

Step back, get out of the situation then focus on these questions;

- I. Why was the sore spot for you?
- II. Was anything particular that they said that was a sore spot for you?
- III. How long has it been a sore spot for you?

“Don't focus on the offensiveness, focus on your defensiveness.”

(ii) How to interact with and handle Generation Z.

The nature of Generation Z's life is too much social media oriented this reflects too high social media oriented. These reflect high peer influence.

Peer influence makes them weak in problem-solving, and stress tolerance and they are dependent on not relying on their thoughts or ideas.

They are always in a hurry; they want to be successful right away. This is because they haven't

created enough time to be with other people so that they are set to understand the patterns that need to be followed to achieve success in terms of adversity quotient.

There's a serious difference between the Millennials and Generation Z since the Millennials have the 'I THINK' mentality and this came to them after understanding that someone's knowledge is limited by the capacity that they've built in terms of knowledge and experiences unlike the Generation Z's who have the mentality of "THIS IS WHAT IT IS" that they think they know it all and also in the right way.

The Millennials want to know what's in it for them, so they have to communicate, connect and correct where possible but the Generation Z's aren't ready for this. Yes, they socialize but the aspect of correction offends them.

Generation X that are also partially dealing with Generation Z facing a challenge once it addresses their goals for advancement which comes out as SMART;

S – Specific

M – Measurable

A – Attainable

R – Realistic

T – Timely.

Where Generation Z is not ready for this; they don't their work to be measurable since they seem less productive.

They also don't want to be realistic and set attainable goals because of the "Dunning-Kruger effect" in that they are too delusional hence a misunderstanding between the two generations.

Here's a question:

"Or maybe it's the baby boomers Generation X and the Millennials who have unrealistic expectations in the current world."

Even for the workplaces, the bosses for Generation Z who are majorly Generation X, a part of the Baby Boomers, and also the Millennials, need to identify and understand the things that Generation Z supposedly wants at their workplace otherwise if they don't view it from this angle, the conflict in the workplace will continue and the Generation Z will keep quitting their jobs day in day out and funny enough "little do they care"

So basically these are the things that Generation Z looks for or admires in their working life.

- (a) Growth opportunities
- (b) Social or community impact
- (c) A flexible or hybrid work
- (d) Open communication and inclusivity.
- (e) Clear expectations and terms of service
- (f) Leaders/ Bosses who "walk the walk"
- (g) Work but no relationships. "Work is work" not life.

According to a LinkedIn survey on workforce confidence report, it's stated that 80% of Generation Z working globally are looking for a job that aligns better with their values.

The survey also indicates that 72% of Generation Z will most likely quit their jobs because their employers didn't offer a feasible and flexible work policy.

Generation Z values their families and friends more than anything else and this explains why 42% of Generation Z's prioritize work-balance, remote working, and flexibility.

They prefer neurodiversity to the traditional career and the fact that they are dealing with Generation X millennials and Baby boomers as their employees, then they'll have to develop and build their confidence and social communication skills so that they can be able to pass the information or share the thoughts and ideas that they have to their employees.

Another research by "Resume Builders" claims that 3 in 4 managers find it difficult to work with Generation Z.

A survey was done of 1300 managers and 60% of them said that they've fired Generation Z employees because of these reasons:

(i) Poor communication skills.

They cooperate speak | etiquette takes time to master. It needs more diplomacy and that's where Generation Z is missing the mark.

They just want to be too honest about everything but now that's what is going to bring revival in the corporate space because men will be honest and accountable for everything that they've done.

John 8:32 “And you shall know the truth, and the truth shall set you free.”

(ii) Lack of motivation.

Generation Z believes that motivation is all about good pay and promotions so failure to do this makes them reduce their effort in service delivery.

Demotivation might also make them focus quickly on social media hence distractions.

An article said, “We don’t need coaches, we need the highest bidder”.

This means no matter how you motivate them and coach them they will still value your pay.

And I would question the bosses of Generation Z’s

“You want them to care about your business but you don’t care whether the business cares for them in a greater or equal measure” Do you think it’s going to work?

Generation Z’s are mostly parented by Generation X and the young boomers and a part of Millennials so they have seen their parents center their lives on work and get disloyalty from the employers in return.

That’s why most people are complaining that Generation Z is emotionally unprofessional and ill-equipped to deal with stress

Now these are some of the skills Generation Z needs to build capacity in, not only in their workplaces but also in their lives for their interactions with others.

1. Technological and management skills.

Having Generation Alpha who are too tech-scurvy and very sharp, they are being a challenge to Generation Z's.

Generation Z's need also needs to master some management skills for the sake of those who are starting businesses and companies so that they can succeed and maneuver in the corporate space.

2. Research and data analysis skills.

These are skills that Millennials lack and if Generation Z works on them they'll help them because the world is shifting technologically.

The manual prints are no longer going to be used.

3. Creativity and critical thinking.

Generation Z has tried to be creative but in only one field that's "content creation" but they still need more in fields like technology, science, and business among others.

If they won't empower themselves with these skills, then they'll be challenged by the Generation Alpha who have proved to be very innovative even at their young age.

Guidelines for handling Generation Z as a leader.

(a) Give them autonomy.

This generation values freedom and the flexibility to manage projects on their own and at their own pace. You only need to give them the required resources for this.

(b) Have a purpose and impact.

Generation Z wants to live an impactful life so you must have a purpose for you to be able to lead them.

Always show them how their engagement impacts society and the roles they play towards this.

(c) Embrace transparency.

Keep updating them and involve them in making some key decisions.

Allow them to share their ideas and give them an ear.

It can be hard to manage when there's a difference of opinion or ways of working but try to manage.

(d) Respect their boundaries.

They might make | set hard boundaries but try not to work against them.

Boundaries are set to be respected and any disrespectful behavior has to be acknowledged ASAP so that it's stopped before it develops into a habit.

“The moment you start focusing on generational stereotypes you’re no longer being objective. Just focus on the specific behavior that you see in that person and manage it.”

CHAPTER FOUR

THE 4C's OF CONFIDENCE.

The 4C's of confidence is basically about the interactions of confidence in different spaces, also what's needed in the process of building confidence and how these spaces impact this process.

Platforms that create conducive environments for building confidence and also how they need confidence but some levels or dimensions.

The 4C's will also have the basis of the three most recent generations and also some bible concepts that support confidence and disruption that comes forth with confidence.

These are the 4C's of confidence;

- 1) Community.
- 2) Competence.
- 3) Consistency.
- 4) Communication.

1) COMMUNITY.

Rita was walking past an elephant camp and she noticed that the elephants were not being kept in a cage nor were they held by chains.

The only thing that was holding them was a small rope tied to one of their legs.

Rita asked the trainer why the elephants were just standing and neither tried to escape.

The trainer answered "Well, when they were very young, we used the same size of rope to hold them.

At that age, it was enough to hold them, as they grew up, they were conditioned to believe they can't break it away. So we use the same size of rope and they never tried to break it.

From the above story, it's evident that elephants accepted the belief that it wasn't possible to break the rope.

Same way in our lives, whatever we are subjected to the environment that we are expected to when we are growing whether at home, school, or workplaces really contribute a lot to who we are.

What's a community?

This is a social unit in which its members share common characteristics like culture, religion, values, geographical location, or even customs and identity.

In our case we will talk about the steps below;

- (i) Childhood upbringing background.
- (ii) Learning Institutions.
- (iii) Workplaces and churches.
- (iv) Culture.

A) Childhood upbringing background.

Early childhood upbringing contributes a lot to whatever the child becomes.

This is the time the child's brain is growing and is exposed to changes and growth, so whatever they master they might not forget it.

Let's check this practical example.

The first language that a child knows depends on what the people around the child are communicating and that's mostly the mother language, be it a local language of Swahili or English.

Once the child masters this language, they rarely forget no matter how many languages they learn at school.

This is enough proof that early childhood exposure really matters.

The safety stand parents should really fight childhood poverty because this is one of the major things that negatively affects a child's self-confidence.

Childhood poverty doesn't necessarily need to be a lack of physical resources but also exposure to harmful conditions, unfair cultural practices and limited exposure to basic and quality education.

These things can hinder the normal neural development and community affect executive function leading to challenges in emotional regulation, stress tolerance and poor learning memory.

As the child is growing up, at early ages, the parents should try as much as they can to ensure that their children don't experience childhood poverty so as to safeguard their children's self-esteem.

Parents play a vital role in building a child's confidence and they can do it in these ways,

1. Always encourage their children to learn something new every day and once they learn, the parents should also celebrate the children for their progress.

> This gives the child the morale to try new things every time and this already beats the fear of the unknown.

2. Constantly keep affirming their children positively.

> They consider this through giving them positive words about them, i.e. "You're blessed, You're wise, You're beautiful, You're strong" etc. The child definitely believes in their parents and they'll be confident about it in a way that no one else can tell them otherwise and accept it.

Raise the children with good and desirable morals in the society. Eg, Respect, Gratitude, Discipline, Honest etc.

> There's so much confidence in knowing that you are doing the right thing.

"Every father should remember that one day his son will follow his example instead of his advice" –Charles F Kettering.

Be a present parent and love their children. Being a present can be in these several ways;

- (a) Being a role model to your children
- (b) Encouraging healthy friendships.
- (c) Focus on a child's strength and help them to be natural.

This gives the child confidence since they're learning it from their parents.

Parents should show love to their children because this instills a deep feeling of self-worth inside them.

Proverbs 22:6 "Train up a child in the way he should go, and when he is old he will not depart from it."

Parents should love their children without conditions, knowing that loving them this way is necessary to fulfill the biblical injunction.

B) Learning institutions.

From personal experience, this is the stage of growth that really contributes greatly and helps me to build self-confidence.

This is the time I learn to overcome some cognitive biases and also give me a sense of responsibility. This is that community setup that I spent most of the time with.

Almost 20 years interacting with my fellow learners and also teachers from

diffluent generations. And I would really, confidently say that this is a very sensitive community set up in shaping every growing child. Both pre-teens, teenagers and also adults.

For those who were never affected positively by parents at an early age, they can get affirmation from fellow learners and this should be encouraged because they are the core role models at this stage.

The elementary and high schools play a very vital role in shaping a growing child because they mostly engage the pre-teens and teenagers and these are people who you

can easily instill discipline in them. They follow instructions once they are corrected.

I will use a term from my local language that says (Kamba)

“Wooma uikunzikaa”

It's a phrase that's kind of metaphoric that when translated in English says, “Once a tree dries up, it can no longer bend. It just breaks.”

This tells me that once someone becomes an adult it's not easy for them to be corrected, they tend to learn through experience /hard way rather than being corrected

This gives me concerns on teens and pre-teens to be reshaped before they become adults since it's easy for them.

For the teen who is in the puberty stage needs a lot of attention and guidance for embracing the changes and to be comfortable and confident with the growth.

It is the stage that the learner needs to be informed several cognitive biases that are most likely going to affect their levels of confidence and being given the right guidance on how to overcome such biases

These biases can be caused by poor influence and blame games which mostly affects generation Z and generation Alpha.

Generation Z has a challenge in peer influence because of exposure to social media.

Generation Alpha are too self- centered folks and they may fall into a trap of self-service bias and the Ostrich problem.

Generation Z-Alphas together with the generation Alphas may also fall into traps of the Dunning-Kruger effect and the earlier they are aware of it, the better.

Once the teacher gives the learners tasks, it's good to do a follow up to remind them that they have a responsibility.

Attending a certain responsibility or assignment comes with a packet of confidence.

Appreciation for improvement and continuous affirmation are highly recommended to help them build their confidence.

Students should also be encouraged to stop self-doubting on their capability and also stop having fears of failure.

They have to be told that it's okay to fail and there is always room for improvement and they can still make it to achieve higher goals.

Both generation Z and Alpha need to be trained on how to handle the information that they have access to and this calls for a repackage of the education system.

Our education system isn't yet packaged to give all learners what they really need to live a long lasting fulfilling and successful life.

Teachers should be used to support skills and nurturing talents of the learner because once someone realizes their ability they are going to build their confidence and focus on their strengths.

“Deuteronomy 4;9 “Only take heed to yourself and diligently keep yourself lest you forget the things your eyes have seen and lest they depart from your heart all the days of your life and teach them to your children and your grandchildren.”

Titus 2;7-8 “In all things showing yourself to be a pattern of good works, in discipline show integrity, relevance, incorruptibility, sound speech that cannot be condemned, that one who is your opponent may be ashamed having nothing evil to say about you.”

Teachers should give the learners and as well be role models and live as an example so that the learner won't disregard their advice.

C)Workplace.

Most companies leave the responsibility of building confidence to individuals. They expect it as a duty of the employees to build their confidence since the skill will benefit them.

On contrary, study by Rosalind Gill and Shani Orgad in their book “Confidence Culture” they suggest that companies should work on making structure and policy changes to allow their

employees feel valued and supported which in turn make them build their confidence in their profession because of the conducive and encouraging environment.

The policies can be:

- 1) Acknowledging competency and experiences.

Employers can do this through appreciating their employees and also giving them promotions if need be.

- 2) Organizing seminars.

These seminars help the workers to build more capacity in their respective fields of profession hence raising confidence level in the subject matter.

- 3) Good relations.

Good communication skills, the right etiquette in the workplace is encouraged so as to build a good report among themselves.

This environment allows the employees to discuss issues and give their ideas that might lead to innovation fostering the growth of the company.

Good relations are recommended despite the difference among them in terms of culture, gender, age etc.

“Regardless of the dynamic, it’s important for every master to understand what motivates their employees. This paves way for the weight of the generation gap in the team.”

D) Culture

I will define culture as the belief, social behavior and a pattern that a certain group of people have.

A culture is always developed and just as the traditional culture that was developed by our forefathers, we can still adopt our culture as the current generation.

In this case I will discuss two different culture;

- (I) Male chauvinism culture.
- (II) Disruptive culture.

(i)Male chauvinism culture

Chauvinism is an attribute of superiority towards members of the opposite gender and it is associated with demeaning the opposite gender.

Male chauvinism is the male prejudice against women. They believe that men are superior in terms of ability, intelligence etc.

Data by staffing firm “Frank Recruitment Group” shows that 87% of Fortune 5000 companies that

were led by women in 2021 reported above average profit.

This means if ladies are given the opportunity to exploit their full potential in their areas of professions in the same measures as men are given, then there will be a significant growth of the economy.

This encourages women to build their confidence in everything they do and believe in themselves. It will also help the women who are affected or who are from the communities that values male chauvinism to step out and try their potential.

It will also help girls who think that they can't attain the grades that their male fellow students do attain and they will try to get there also.

(ii) Disruptive culture

What is "disruption?" It's an interruption of the normal course of a certain process or a pattern that has been followed for quite a time.

Disruption needs confident and fearless individuals. Apart from confidence, vitality is also required.

Vitality is the state of being strong, active, and full of energy. We must develop a culture where risk taking is supported and failure is accepted as a part of the process so that we can develop a positive attitude toward change.

Self-confidence plays a vital role in a disruptive environment since self-confident people are not worried about the effect of shifts in the system nor are they afraid of new information. They focus on knowing how the stiffness of the information is useful to them for moving forward.

Confidence does propel people to be very sensitive in decision making in that even when things don't go as planned they have a self-assurance and determination to learn from the mistakes and keep pushing.

From the bible David was able to kill the bears and lions and also be the king before the age of 20 years.

1st Samuel 16:18 “Then one of the servant answered and said, ‘I have seen a son of Jesse the Bethlehemite who is skillful in playing and a mighty valiant man, a man of power, prudent in speech and a handsome person and the Lord is with him’”

It takes confidence to have such many skills at a young age

Since our generation is already competitive, the cooperative space is looking for people who have skills like confidence in their fields which they use to distinguish them from others.

2) COMPETENCE.

-This is the state of doing something successfully in a good and efficient way.

-You're considered competent when you can deliver a service in a desirable way or when you have mastered a certain skill and you can apply it to perfection.

Ruth Murray Webster and David Hillson, (2002) in their publication, they that five core element of competency are;

-Personal characteristics

-Experience

-Attitude

-Knowledge

-Skills

-Competencies are the knowledge, skills, abilities and behaviors that contribute to individual and organization performance.

The circle of competence by Warren Buffet

-Warren refers to the circle of competence as the idea that each one of us through experience of study has built up useful information on certain areas of the world.

He says that you don't have to be an expert on every company, you only have to be able to evaluate "companies" within your circle of competence.

The side of the circle is not very important, knowing its boundaries however is vital.

Basically, this point wasn't that we shouldn't try to get better things but we should look to capitalize on our areas of expertise to fast track our success

Identify your strengths and determine where you are most capable and have the most experience.

Let's check the main constituent of competence;

- a) Training.
- b) Mentorship.
- c) Experience and track record.

Training.

-Training is necessary for gaining the relevant knowledge and information Knowledge is the pillar of confidence.

-This is where you set whatever is required for a specific task of information Always consider all evidences and have reliable sources of information

Assume going to clean field without a slasher or without the skill to use a slasher

How will it be?

How will you look?

How will you present yourself?

The same way when you try to present yourself without the relevant information and enough knowledge about the subject matter. It doesn't make sense at all.

-Everyone should do extreme research, read as many books as possible, attend training or empowerment sessions that are relevant to their area of expertise.

“You can’t be on the table if you are not prepared If you are not educated, if you don’t have information, if you are not on time if you are not responsible, if you’re not accountable, you will not have a chance but if you do those things which everybody has the ability to do, then you will succeed in those tables. Put the work in and don’t stop before you even try”

- Michelle Obama.

You must be sound enough in your presentation, in your speech so that people/audience can trust or believe you.

-It's you to buy their faith in you through competence and confidence.

A) Mentorship.

-This is the guidance and advice given to someone by an experienced person about a certain aspect of life.

-A mentor is an experienced and a trusted adviser who gives information and insights about their career path and also provides guidance, motivation and being a role model to a mentee.

-A mentee is the individual who is being mentored.

-Mentorship brings forth competence and also good personal characteristics or behaviors.

Statistics show that 87% of mentors and mentees feel empowered by their mentoring relationships and have developed greater confidence in both workplace and personal lives.

Good mentorship results in career advancement and increased self-confidence that reflects competence and your growth.

This makes you continue whatever you are involved in, confidently since you are an inspiration to someone.

Hebrews 6:12 "That you do not become sluggish but imitate those who through faith and patience inherit their promises"

The bible tells us that we shouldn't be slothful, but by following these men we can really have speed with what we are doing.

There are some graces that can only be found from man and not from God.

Mentors are people who are meant to shorten your learning curve.

Experience is the best teacher but it's not mandatory for you to go through it because someone else (your mentor) did it for you.

Everyone is multidimensional and the dimension that you honor is the one that serves you. You can choose to honor all the good dimensions and you will receive the right guidance for your growth and progress.

B) Experience and track record.

-Experience can be defined as having been involved in doing something or maybe or just observing it.

- Being experienced about the subject matter that you are handling because you've done it before.

Experience brings an inner feeling of confidence because if you have done something successfully before, you're convinced that you can also do it again

Perception matters more than effort or talent.
Always ensure that you maintain visibility

Always under promise and over-deliver. Give quality always and it will make you an invaluable asset.

"The secret is not to chase butterflies, but to take care of the garden so that they will come to you"

Never make the same mistake twice for you to have a good track record.

Track record is the past achievements of an individual or an organization based on best performance.

Confidence comes from accomplishment and accomplishment comes from competence.

Competence is how good you are at something; confidence is how you think you're at something.

Proverbs 22:29; "Do you see a man who excels in his work? He will stand before kings; he will not stand before unknown men"

-Competence will give you access to great companies and institutions just because they can't ignore your capacity that you've built and your perfection in your field of profession.

-Experience and good track record makes you appear competent in a certain task and it gives you a sense of self-confidence

-Be good at it, that it gives you access to smartness, that you will stand before great men and they will believe you.

"Confidence can only come from competence" - Sally Helgesen

3) CONSISTENCY.

Consistency is the act of doing something in the same way over a long period of time.

This is the most important discipline that everyone needs in life if they want to experience growth and progress.

There is no growth and progress without consistency.

Unregulated consistency brings about productivity guilt and there are ways in which you can handle or overcome productivity guilt so as to maintain a sound progress.

Ways to handle or overcome production guilt.

A) Set realistic /achievable goals.

As much as consistency is needed, this doesn't mean you set goals that are hard to achieve in the period planned.

Always organize your work on good way so as you can cut down some

unnecessary tasks and focus on the most important priorities as a perfectionist

This helps you to achieve the goals set hence giving you more confidence to set more goals.

It keeps you moving.

B) Celebrate your achievements.

-No matter how little you win or achievements appear, learn to celebrate them. This helps you to overcome productivity guilt.

-The best competition you can have in life is between you and yourself. This is the healthiest competition.

-A common cognitive error “Negative bias” makes you focus on what went wrong during the day and forget what succeeded and you should try to avoid it.

-For you to boost your confidence levels, allow yourself to be your biggest fan and cheerleader by acknowledging your small wins and celebrating them.

C) **Focus on progress not perfection.**

There are times you will feel that you are not enough because you have not reached a certain point as expected.

At this point you have to remind yourself that in consistency or in any other assignment we value progress more than perfection.

The level of mastery of a specific skill on how to deliver results matters, but the speed at which you can do that thing and make tangible progress in that field is more important.

- Focus on the small steps that get you closer to your goal.

- This increases your motivation and enhances your pursuit to achieve your goals.

- The only way to learn and to grow is to take actions and make mistakes. These failures bring us a step closer to success.

“Perfect is the enemy of good.”- Voltaire

Overcoming perfectionism is not easy, but by taking small steps toward progress, practicing self-compression and celebrating the progress can help to overcome this.

D) Take production breaks.

Let's check this story.

Two lumberjacks with equal skills and experience work side by side chopping trees down together everyday

One works non-stop without taking breaks while the other takes an hour lunch break every day.

Despite working for different hours a day, the two chop the same number of trees at the end of each working day.

The one who don't take breaks gets frustrated by this and ask the other how he manages to cop as many trees as he does while still taking breaks

The other lumberjack answers by saying, "It is simple, I spend that hour sharpening the ax."

From the above case study;

i) Breaks increase production.

-Taking time to rest and recharge makes you bounce back with energy to continue with the task.

-Breaks are necessary so that you may go and do more research about the subject matter to sharpen your skills which will in turn build your confidence.

ii) Work smarter not harder.

-Focus on being productive and understand the difference between being productive and being busy.

The lumberjack who was taking breaks was trying to be productive while the other was busy.

-Being too busy leads to less /no production which in turn lowers your self- esteem and self-belief in whatever you are doing.

*Avoid being busy i.e., having too many properties, multitasking, working for long hours etc.

Being productive is characterized by focusing on one task at a time, completing the task based on importance and also working efficiently within the timeline hence yielding the best outcome.

Being productive boosts your confidence and makes you believe in yourself, your decision and your capability.

iii) Be resilient and know that greatness takes time.

-It takes time to build your career and your skill.

“Do not trust the way you see yourself when your mind is turbulent. Honor your boundaries, treat yourself greatly. Let go of perception and feel your emotions without letting them control you. You have enough experience to face the storm and evolve from it.”

- Yong Pueblo.

Always be gentle to yourself.

“It will never be as easy as you hope, but you will find it rarely as hard as you fear.”

4) COMMUNICATION.

-This is the exchange of information either through verbal or non-verbal ways (body language).

Effective communication is the ability to share and articulate ideas, thoughts and feelings effectively.

A communicator must always be a good listener.

Always give the other party enough time for them to speak out their opinions and give them an ear.

Communication and confidence are closely related

When we feel confident, we are more likely to communicate effectively because we are not worried about what others will say or think of us.

Confidence allows you to speak concisely and reflects back to openness and honesty.

When well informed, you're most likely to be ascertained in your communication and this boosts your confidence level.

You need to know your audience and be able to read their moods and emotions so that you may know the tune that is required.

You should also be eloquent in your speech and always avoid filler words, e.g. Basically, you know, etc.

Instead you can apply the “5 second rule” by Mel Robbins.

This rule states “The moment you have an instruction to act as a goal you must do 5- 4-3-2-1 then physically move or your brain will stop you.”

This rule builds a connection or sends a signal to the neurotransmitter in the brain that helps you to move. When you are forgetting something in the middle of a speech or you are scared, you should do a basic countdown from 5-1 and by the time you will be saying 1, then you will be in a situation to speak out.

This concept aims at reducing hesitation and indecision hence helping you build confidence in your speech.

We can tell your level of confidence in communication through these ways;

- Assertiveness.

How assertive you are in your speech or presentation and representation whether you are willing to take risks and put yourself out there.

- Eye contact.

The ability to have eye contact with your audience shows how confident you are

- Relaxation of the body and clarity in your speech.

- Body posture and body and language

A confident person always has an open body language while someone who isn't confident may have a closed body language, arms closed, posture height over and not looking eyes at the audience.

Your facial expression also matters a lot in a conversation, they do speak volume to be keen and while expressing yourself through them.

Learn to use some good/basic and desirable phrases while communicating, like;

-excuse me, I am sorry, thank you, please and God bless you.

Learn how to use them accordingly, where necessary and get used to them. They give you an extra move in your communication skills.

How to build confidence for influence?

- a) Understand the motivation.

Get to know what is your motive in whatever you are doing and also the motivation of your audience. This helps you a lot.

b) Be interested and understand your audience.

Get to know your target audience and what they need to hear from you/the expectations, know what motivates them to listen to you.

c) The intent.

Understand the impact you want to have on your audience. Know why you intend to do what you are doing and why you are telling the audience whatever you are telling them. Mastering the above hacks gives you confidence in influencing people.

d) Be an inspiration.

Make sure you are a role model to your audience. Be the first person to be in the frontline when implementing anything. Be the person who sets tasks done but not just done but done in the right way.

RELATIONSHIP BETWEEN CONFIDENCE AND LEADERSHIP.

Confidence in leadership can be defined as having a strong sense of self belief and the ability to inspire others.

A confident leader is someone who knows their strengths and weaknesses and works on improving them.

They are not afraid of taking risks nor are they easily shaken by setbacks.

They always have a positive outlook and can 'do attitude which inspires others to follow their lead.

Confident people are more likely to be seen as leaders. This is because confidence can inspire trust and loyalty, two key components of effective leadership.

They are most likely to make bold decisions which help them to stand out from the crowd.

How can a confident leader impact others

- i) They speak with authority and conviction which in turn inspires others to listen and follow their lead.
- ii) Can be a role model for others showing them what is possible and gives them courage to take risks. By setting an example, a confident leader can influence others to take actions and reach their full potential.
- iii) Is more likely to be seen as credible and trustworthy which builds loyalty and commitment.
- iv) A person of service, always serves your team or your followers.

Matthew 20:26; yet it shall not be so among you but whoever desires to become great among you let him be your servant.

The above scripture shows us that Jesus was a leader and he was an example in serving others. Then he told the leaders of gentiles that before you become a leader you must be a servant.

This is to prepare you to become a leader because a leader must always learn how to serve his people.

- v) A confident leader must be humble and must show others love.

2nd Timothy 1:7 “For God has not given us the spirit of fear but of power and love and of sound mind”

Another version refers to a sound mind self-discipline, this calls for this important skill of being disciplined and taming their ego and keeping their ego in check and not to make decisions with their own self-interest at heart.

- vi) A confident leader should be people centric and flexible.

Considering the generational gap every leader should be flexible to fit in any generation and understand them and their language for them to lead effectively hence impacting people from all different generations under their lead.

CHAPTER FIVE

A GROWTH MINDSET.

What is a mindset?

This is a mental attitude that determines how you perceive things and people. We can either have a positive or a negative mindset. We can either have a positive or a negative mindset. Also, there again comes the growth and fixed mindsets. A fixed mindset will always be like I know who I am. This is what I know. This is what I am capable of and good at. In other words, a fixed mindset does not believe nor embrace change. It is okay with its current position.

What is a growth mindset?

- This is a type of mindset that only comes if you choose to learn or keep learning, working hard, learning how to capitalize your mistakes and confront your deficiencies.
- Growth mindset does not limit your potential and it believes that you can always grow, develop and improve.
- Growth mindset is the best mindset and it is very essential towards achieving your goals.

“Growth mindset will always be like:

This is who I am now, this is what I am capable of now, this is what I am good at now; But I recognize that if I go through a particular process, I can grow and become better.”

- Vusi Thembekwayo.

- Learn how to be uncomfortable. Be in space where you allow yourself to be challenged.

“Having a good mindset is having a good life”

TIPS ON HOW TO CHANGE YOUR MINDSET.

- Why do you think it is necessary to choose your mindset? Well, this is the reason;
- It is all in your mind. Whatever you hold in your mind, will tend to happen in your life.

If you continue to believe what you have always believed, then you will continue to act as you have always done and get the same results.

-If you want to change your life and be successful, just change your mind.

“You don’t get in life what you want, you get in life what you are” -Les Brown.

Here are the tips to change your mindset

1) Be mysterious.

Stop telling people everything. Learn how to be selfish with information that is too sensitive.

No one can fight you with something they do not know, you will always be fought with information.

Show the results but do not tell the plans.

They say information is power and I say, *“If information is power, then withholding it keeps the power with you.”*

2) Practice “O.P.Q”: Only Quality People.

-Be sensitive and intentional with who you allow to your space.

-Surround yourself with people who make you grow. It is very dangerous to be within a place where you do not learn.

-Allow only disciplined people who will make you hold on to your values.

“It is not what is under the tree that matters. It is who is gathered around it that matters.”

-Charlie Brown

3) Practice gratitude

-Embrace a life full of gratitude and constantly keep learning how to be thankful for everything.

1st Thessalonians 5:18, “In everything give thanks, for this is the will of God.”

-This tells me that being thankful is a teaching from our maker and we should follow it. Gratitude is a way of showing honor and respect and comes forth with more blessings. A grateful life is also a happy and a meaningful one.

-Appreciate everyone even if they do not do it back, their behavior has nothing to do with you.

-Expect nothing, appreciate everything.

“You transmit positive energy when you are grateful.” Oprah Winfrey

4) Give it your best shot.

-In as much as you are concerned and you are the vision bearer or the dreamer, always do your best to achieve the goal.

-Invest in your time, thoughts and energy in every step and every engagement that contributes towards your success.

“The harder you work, the greater you will tell when you achieve it.”

5) Be self-restrained.

-Focus most on what is on your plate and take full charge of your space.

-Learn not to get distracted by what others are doing because distractions will waste your time that would have been resourceful towards achieving your dreams.

-Discipline is much more important than motivation.

-Minding your business will always make you be at peace with yourself.

“Control yourself not others”

HOW TO DEVELOP A GROWTH MINDSET.

1) Allow yourself to dream.

-Every adventure/achievement begins with a dream.

- Allow yourself to envision with no limitations.

-You are never too old to set another goal or dream.

“The day you stop dreaming or setting goals, is the day you start growing old.”

2) Practice/ apply the 5 laws of success

These are the 5 laws of success;

(a) Define your desire.

-This is the key drive in the process of achieving your goals or reaching success.

-Identifying what you want and know your vision

-Once you understand this, identify your mandate towards getting closer to the vision and play your role and serve your purpose to the fullest.

(b) Listen to and learn from people who have what you want.

-The experience from those who have tried will show you the risk associated with your desire and how to overcome them.

(c) Create a plan.

-You need a vision plan that will give you guidance while on the journey of success.

(d) Take massive action.

-Start actualizing and living that dream and do whatever it takes for you to achieve that goal.

(e) Never give up.

-Never let go of your dream neither rule out a goal because you think It is unattainable.

3) Try a new thing every single day.

If you commit to trying something new every day, then by the end of the year you will have high chances of finding something that you are passionate about and you are good at.

More importantly, you will develop a personal growth mindset that you are no longer afraid of trying new things.

4) Embrace imperfections.

Hiding from your weaknesses is a great way to guarantee you won't improve them.

If you can embrace all your imperfections then take away their power over your mindset, then you will succeed in spite of their presence.

5) Always stay motivated.

Tips on how to stay motivated are;

i) Read or listen to motivational stories about others who have achieved great things.

These lessons are best taken from simple people who have struggled before and achieved something great in different fields like business, politics, science, technology, leadership etc.

ii) Associate with people who are motivated and who tend to motivate you.

If this does not describe anyone in your circle of friends, find some new friends who conform to this.

Iii) Make it your job to motivate others.

The satisfaction from motivating others can be a very powerful set of self-motivation. We do not measure growth with networks but the impact that you are on other people.

“You are only as great as the way you treat people.”

STRATEGIES TO FORM A PEAK PERFORMANCE MINDSET.

1) Master multi-dimensional thinking.

-Intellectual people tend to be able to look at things from multiple angles and see several different sides and be able to hold those conflicting perspectives without being attached to one side.

That is a sign of a fair degree of intelligence.

This will make you see the different impact on various people that are involved in the situation. A part of intelligence is genetic and another is natural.

“Unlock your intellectual brilliance”

2) Serve your values not your ego.

Finding contentment is all about serving your values. When you are ego-driven instead of value-driven, you can no longer find a lasting fulfillment. Prioritize your passions so your purpose takes the lead.

3) Accept failure as a route to success.

In the process of growing and learning you will at intervals encounter challenges and failures.

Failure is a learning experience that paves your way to success.

3) Be smart

The smartest people happen to be very good at identifying patterns in the world because they effortlessly bucket things into the existing categories.

Be smart enough to create your own opportunities and also to master your emotions.

“A calm mind can handle any situation.”

-Commit to those patterns and understand their complexity, after this, it is going to get easier.

4) Prioritize your mental health.

- Your mental energy has limits and could really depreciate rapidly if you allow it to.
- Your mental health is the most valuable asset that you have, protect it at all costs.
- Always know you deserve better and you are worth it.
- Do not allow negativities or things that will affect your mental wellness rather do position yourself in places where you are recognized and celebrated.

“Men don’t excel where they are tolerated, they excel where they are celebrated.” BennyHinn Walubengo.

- 5) Master skills that will make you a superhuman.

These skills are;

i)**Communication skills.**

Develop and master good communication skills. This is because “once you open your mouth, you tell the world who you are.”

ii)**Consistency and discipline.**

Showing up even if it is hard and you do not feel like it.

Choose to do the things that you did yesterday that got you closer to your goals

iii)**Mindfulness.**

This is the ability of being present in the now, knowing that the moment is all that exists. This gives you more focus on whatever is your plate.

iv)**Forgiveness.**

Relieving yourself from past pains makes way for a bright future.

“There are far better things ahead than any we have behind”

HOW TO CHANGE YOUR LIFE STORY.

We have been all along talking about change.

What has changed?

What changes in relation to a life story?

Change is a gradual process through which something or someone is modified to be different and be in the desirable way.

Change can either have a positive or negative impact on the subject. A life story is an account of someone's personal life.

A life story is basically what is narrowed down to someone's biography.

A description of who you are, explanation of the things that you have done in your lifetime.

Tips to change your life story.

1) Be yourself.

Be proud of who you are, your beliefs, standards and principles. Stand up for the truth and speak up for yourself.

Pretense and faking is not long lasting and you must be real so as to change your life story.

2) Focus on your thoughts.

Thoughts become reality. You are what you attract.

Nothing happens to you that does not come from your mind.

You are basically what you think and you attract what you are.

Proverbs 23:7 "For as he thinks in his heart so he is"

Keep in mind that you have to give up something to get something. If you want change you must give up whatever is holding you back.

3) Use your routine as your daily anchor.

The secret to your ideal future can be found in your daily routine.

Make sure everything you do daily is supporting your process of achieving your goals and building/developing that habit.

Start small, commit and grow from there. Let the habit you want to develop be realistic and attainable.

4) Stop avoiding the process.

The uncomfortable moments that we go through in the process, they help us grow and level up. Learn from them and use the lessons in the present moments.

Always keep affirming yourself. This conviction will keep you going.

5) Avoid comparisons and never give up.

The only person you should compete with is yourself.

Stop caring too much about what other people think because this will distract you. Have discipline to stick with the idea long enough.

“Discipline is the bridge between goals and achievements.”

Take actions to create more clarity. You can only get clarity when you are in motion. “You do not learn how to drive a car while it is out parking”

6) Forgive others and move on.

Resentment causes pain while the other person that you are angry at, they live freely. Let go of those grudges.

Learn to take people for who they are not for who you want them to be

Lastly, Begin with God.

Before you embark on anything involving God.

John 1:1 “In the beginning was the word, and the word was with God, and the word was God.”

In the start of everything God should always take the lead.

SELF-CONFIDENCE

Self-confidence is an attitude or a strong belief about your skills, abilities, talents and capabilities. You know your strengths and weaknesses and you strongly recognize them and you are always proud of yourself.

Self-confidence is a skill and you have to develop and build it and also boost its levels from time to time if you want perfect results.

In order for you to build self-confidence, there are some things that you should or rather I would say you MUST keep unlearning every day.

Here they are;

- i) Not celebrating your successes just because other people have better ones

Someone said “Do not envy anyone not everyone is walking fast has an opportunity, some have running stomachs”

- ii) Believing that your self-worth depends on your productivity.

Growth is not about tangibility. You might not add up to some figures about, but you are impacting or inspiring someone else.

- iii) Feeling guilty for being unavailable to others when you need time for yourself. You owe yourself everything, not others.

- iv) Sacrificing your voice to avoid conflict.
- v) Distracting yourself from hard feelings instead of processing them.
- vi) Pretending that you are fine instead of asking for support.

BUILDING SELF-CONFIDENCE.

Let us check on some self-analysis questions that will really help you build or strengthen your levels of self-confidence.

- i) Who are you? What is your identity?
What do you have that no one can take from you?
- ii) Identify your strengths and weaknesses, analyze them and identify their uniqueness.

What would you do differently if you knew no one would judge you? Embrace those desirable morals in society and grow them inside you.

Matthew 1:12 “Therefore, whatever you want men to do for you do also to them, for this is the law and the prophets”

- Iii) What do you want most right now?

Identify your desires and know what you want.

Always answer the “WHY”, it gives you more clarity.

- iv) Where do you think you will be in the next 5 years based on your daily routine?

Is whatever you are doing in your daily routine contributing towards achieving your goals or actualizing your vision?

v) If you could go back just one day, without changing it all, what day would it be?

That day must be your best day ever. Now what did you do that day?

What happened that day?

Create more days which are almost the same as that day.

The above questions will help you to understand yourself more and they will help you boost your self-esteem.

How to build self-confidence using neuroscience?

Research says that believing in yourself helps you focus, increases productivity and gets you closer to your goals.

These are the ways;

1) Mirror work and affirmations.

When you talk to yourself gently on the mirror, this helps revive your brain to make it easier to talk to yourself

Positive affirmation cultivates the reward centers of the brain and increases dopamine.

Practicing then in front of a mirror, helps your brain associated with dopamine and the positive kind words with your image.

Brains love familiarity so they default to safety and ease. Trick it to believe that you're experienced this thing before.

Brains are flexible and they can change and so repetitions and practicing create these changes through visualization.

This boosts your self-confidence and beautifies your self-image as well.

2) Clean up what you consume.

Stop associating yourself with things or people that make you feel bad about your life

Be careful with what you read or listen to and pay attention to how they affect your energy levels

Repeating negativities strengthens a neural pathway in your brain and so you have to change your habits and what you consume so as to revive it to the positivity.

Other ways of building self-confidence;

3) Personal self-talk as meditation

-Check the way you are talking to yourself, you're your biggest cheerleader and best friend.

Always keep affirming yourself. These affirmations must be hard for the subconscious mind to accept but keep saying them. Your brain takes what you feed it with

Always choose inspirations, listen to podcasts, read books and learn something everyday

After this, take some time out and alone, just on yourself, meditate all what you've been saying to yourself, this will in turn strengthen your self esteem.

4) Stop being self-conscious.

This is about staying stuck at one point and always worrying about it trying to control every situation.

Unlearn the behavior of instantly questioning yourself, your actions, emotions and thoughts so that you can build self-trust.

Cultivate mindfulness. This is the opposite of self-conscious. Just stay in the moment and accept the situations the way they are.

5) Get outside your comfort zone.

There's no shortcut to gain self-confidence, you just have to confront your fears.

Do the things that terrify you, because realizing that you could do them is a huge confidence booster.

Compounding effects teach us that over the little improvement leads to huge changes.

Take more actions, do that thing you want to do and give it as many dares as you can.

6) Embrace helping others.

The effects to help others builds self-esteem whether it's appreciated or not, it doesn't matter

The feeling of being of help or repeating someone else really boosts your confidence in whatever you are doing.

7) Love yourself and be kind to yourself.

You can't love yourself fully if you are addicted to being chosen. Stop being invested in someone's opinion on you.

If somebody treats you like nothing, you should become nothing in their life by just leaving. Always show up for yourself even if you don't feel it

Remember you can't give what you don't have.

Mark 12:21 "And the second, like it, is this " You shall love your neighbor as yourself " There is no greater commandment than this " You can only start by loving yourself.

Do to yourself things that would make you love yourself and feel love.

Self-appreciation.

Appreciate yourself for the achievements that you have made. This improves motivation, performance and boosts your interests.

Embrace positive progressions. Be proud of yourself for being part of the team and strengthen your commitments to attaining that goal and building confidence.

Have a pattern of keeping the process to yourself. Keep the promises and credit yourself, say; “I did what I said I said I will do”.

8) Do not try to fit in.

This is the greatest barrier in the path of confidence. People will always criticize you but when you succeed and your dreams will come true, they will always celebrate you and use you as an example.

Own your strengths because self-confidence relies on your ability to pay attention to your talents and achievements.

Commit just an extra little time every day to remind yourself what you are capable of and work on improving your confidence every day.

9) Imagine yourself at your best.

-Think yourself in your best shape and your point of success.

-How would you look? Then dress that way. Take yourself back to that feeling when you bought yourself a new outfit, what was the feeling? Now imagine wearing a better outfit than that one, how will it be? Practice the art of style and always stick to the 3 c's "clean, classy and collected."

-The state of visualization then follows the laws of attraction.

-Imagine yourself being the CEO of the company, winning that award, driving that car etc.

-This creates space for energy and a belief that you are going to make it happen.

- Always act as if you are already achieving the things you desire.

10) Trust in God.

-Have faith that you can achieve any goal that you want to attain, that you can reach the destination.

-Faith is what drives us to do things.

Psalms 27:13 “I would have lost heart, unless I had believed that I would see the goodness of the Lord in the land of the living.”

- We grow confidence in just believing and hoping that things will get well in the future.

- Sometimes we face difficult situations with confidence because we trust in God that He would protect us and give us victory just as David, he faced the bear and the lion because he had trust in God.

- There are some difficult moments and times that you will need some strong affirmations not from a human being but God.

- Read the word of God and keep trusting in Him in your journey of building confidence and boosting your levels of self-esteem.

Philippians 4:13 “I can do all things through Christ who strengthens me.”

- Some of you are just made to be disruptors in different fields like politics, leadership,

finance etc. but you are always trying to “play safe” and this is making you miss out your real potential and success.

- Build your confidence and get out there and make it happen.

11) Be optimistic.

Analogy,

At work, you receive feedback from your boss that's positive but with one thing to improve but you become completely consumed by that one thing.

You replay it over and over in your mind and this makes you keep focusing on negative details, magnifying them while filtering out all the positive aspects.

This leads to low self-esteem and unhealthy pessimism.

If you find yourself doing this;

Take a moment to snap out of it.

Ask yourself whether other people would have drawn the same conclusions.

Come up with counter arguments.

This will help you set back into a far more rational state.

Stop focusing more on the negative things more than the positive ones.

Life is too short; you have too much to do in this world to be worried about the negative things.

The biggest mistake you can ever make is to think “you have time”.

“Time is free but it’s priceless.”

-You can’t own it, but you can use it. You can’t keep it but you can spend it and once it’s lost you can’t set it back.

-Use and spend time in the right way, to build yourself and to try to set the best version of yourself.

“Optimism is essential to achievement and it is also the foundation of courage and true progress.”

-NICHOLAS M. BUTLER.

12) Have a vision and a purpose.

A vision is that you haven’t seen it, but you know certainly that in future it will come to pass.

A purpose is someone’s intentions or maybe objectives; the reason as to why you do something.

HOW DO YOU CREATE A VISION?

Ask yourself these questions:

Who do I want to become?

What do I want to be doing?

What is that I want to achieve?

What legacy do I want to leave behind?

What's the amount of change I want to bring?

Separate your answers with the areas of your life
e.g.

Health, education, career, relationship, finance etc.,
then now give answers in each field to all the
questions.

This will help you to come up with a vision.

When you know what your purpose is and you have
an idea of where your power really comes from
'(GOD)' and you submit and obey Him, you'll have
simple work to do.

Proverbs 29:18 "Where there is no revelation, the
people cast off restraint"

Another version says:

"When there's no vision, people go wild"

Without a vision and a soul you're just drifting around and you're never going to end up anywhere.

With a clear vision you know what you can prioritize; setting things right and this gives you more confidence in what you are doing.

It has to be a shining vision!

A vision identifies the tools and obstacles in your way and gives you a pathway forward.

A vision stops your anxiety and gives you hope.

"The purpose is when you know and understand what you were born to accomplish and vision is when you see your mind and begin to imagine it."

Dr. Myles Munroe

IN CONCLUSION.

I noticed that in many stories and ancient myths, the hero has to go on a long and dangerous journey to complete their mission.

There's always a certain reason this theme is so common. Success lies on the other side of effort which makes struggling part of the process and you must learn how to be resilient.

Resilience will only come from discomfort. It's hard to develop resilience if you are always in the comfort zone.

“A child gets up and falls down over and over again but only s/he learns to walk because of choosing to set out. If this child is restricted from trying this, s/he will never learn to walk. Resilience helps to build the muscles in every journey to success.”

Rather than avoiding discomfort, you should always pursue success at all costs.

It's not okay for you to be a weak loser because you could be way more than that and it's unethical to allow all that necessary potential to go to waste.

Invest in yourself, go to those great events, seek those great people, ask great questions and attempt to do great things.

Build yourself to be strong enough to sacrifice for the well-being of the society.

You have to invest in yourself in things that actually matter for you and your future, to be the best version of you and achieve goals. The main skills that'll help you to achieve your goals and be a disruptor are; confidence, mastery, communication, discipline, resilience, leadership among others.

“Confidence is important, but if it is not based on a realistic appraisal of who you are, it is mere grandiosity and smugness.” BY COLLINS SILVER.

“The moment you invest in yourself, people will start to invest in you.”

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