

Outcome of the workshops

- **Feel confident about starting the course and a your journey beyond the programme.**
- **Feel confident about creating goals and objectives.**
- **Feel confident about recognising and managing change.**
- **Meet with other women in STEM and build your network.**

Outcome of the workshops

- **Explore assertiveness and practice assertive communication**
- **Feel supported by Equate Scotland, your employer and your college.**

Today's session

- **Equate Scotland and future jobs in STEM**
- **What is confidence?**
- **Learn simple and effective techniques and advice on how to boost your self-confidence.**
- **Managing change**



WHAT WE DO

PROVIDING EXPERTISE NATIONALLY THROUGHOUT STEM

MAKING POSITIVE CHANGE FOR WOMEN IN STEM & ACADEMIA

WORKING TO CHANGE CULTURE IN ORGANISATIONS

TOWARDS OUR VISION

THROUGH PROVIDING WOMEN AND EMPLOYERS

TRAINING OPPORTUNITIES

INFLUENCING POLICY

CONSULTANCY

CAREERHUB & SERVICES

A PROGRESSIVE STEM LABOUR MARKET

WHERE WOMEN CAN CONTRIBUTE EQUALLY TO ADVANCEMENT

IN SCIENCE, ENGINEERING & TECHNOLOGY AND

HAVE FAIR ACCESS TO THE TOP

ALONGSIDE INDUSTRY & ACADEMIA

The job market in STEM in Scotland

- Technology, Life Sciences, Construction, Engineering and Finance are the fastest growing sectors of the Scottish economy.
- Scotland's space sector is growing and could be worth **£4 billion by 2030**.
- Construction makes up 10% of Scotland's employment.
- It is estimated that Scotland has up to **12,800 tech job** opportunities annually
- **47,500 job opportunities in finance** are expected to be created and filled (a combination of new jobs and replacement of retirement) in the period from 2018 – 2022.
- Future jobs growth in Scotland is expected to be driven by Edinburgh and Glasgow cities. These two regions are expected to account for 83% of the net additional jobs in Scotland to 2027.
- Brexit – potential to widen the growing skills gap?

Activity/ Discussion

On the whiteboard share what you think Confidence is

What is Confidence?

the quality of being certain of your abilities or of having trust in people, plans, or the future

Cambridge English Dictionary

EQUATE

What is Confidence?

Self Esteem

Knowledge

Self Image

Actions we take

Experience

Projection

Self-efficacy

How we treat others

Activity/ Discussion

Think about yourself for a minute and give yourself an overall confidence rating.
1 (not confident) -- 10 (extremely confident).

Write it down on a piece of paper and keep it.

Activity/ Discussion

3 to 5 characteristics or attributes for one level of confidence.

- Under-Confident
- Confident
- Over-Confident

Also think of a person or character that you think represent that level of confidence

Under Confident

- Feel you can't do things
- Feel uncomfortable
- Intimidated by others
- Have difficulty communicating
- Don't like stating views



- Don't feel good enough
- Put off doing things
- Give up easily
- Don't appreciate what you CAN do

Confident

- **Self-aware**
- **Assertive**
- **Communicate well with others friendly**
- **Initiative**
- **Ask questions appreciate learning**
- **They Celebrate Others**

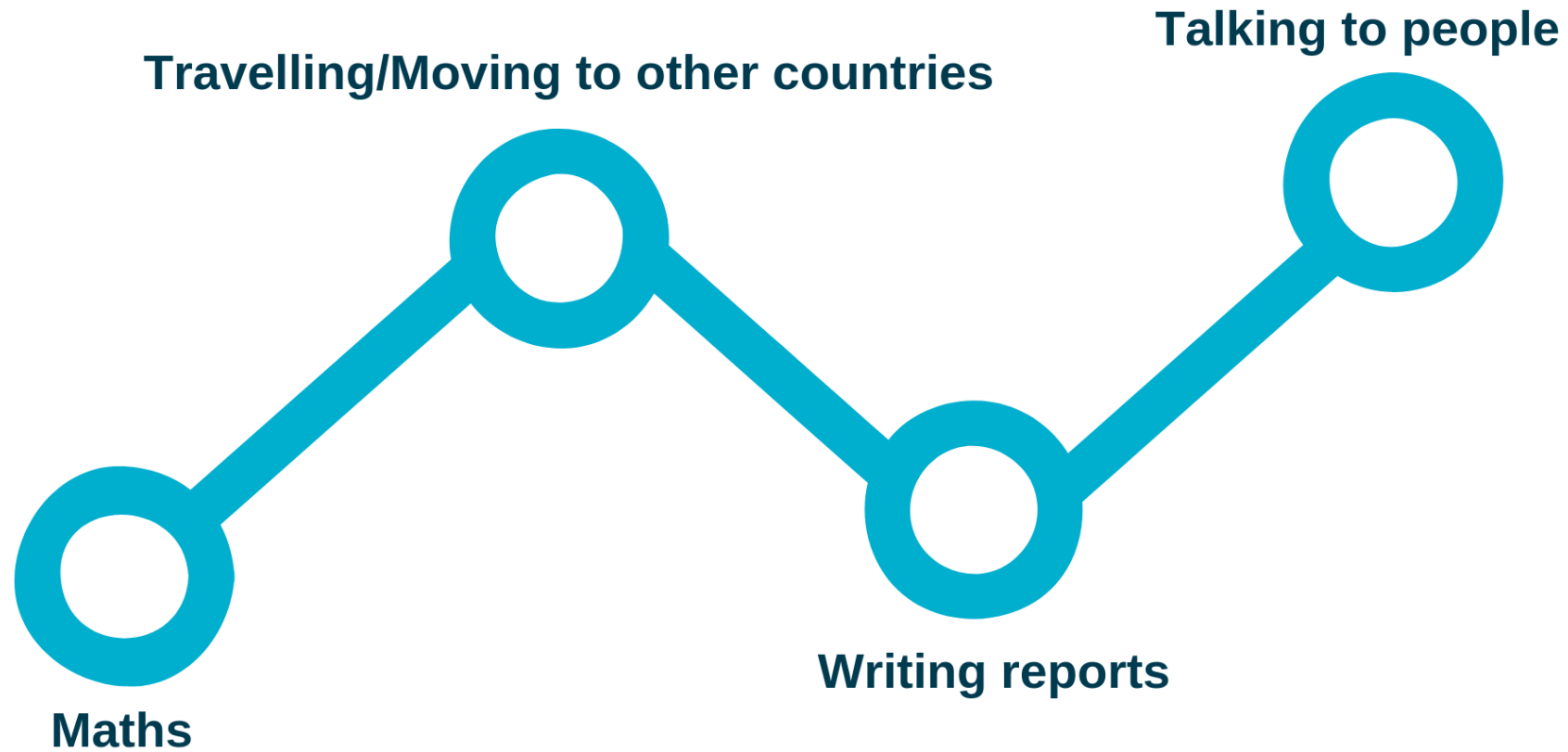


Over Confident

- **Un-realistic view of self or situations**
- **Undertakes things that can't actually do**
- **Big headed and arrogant**
- **Often annoy others**



Confidence isn't linear



What affects our confidence?

Things that affect our confidence can be **external factors** such as:

- How other people treat you
- Being in an unfamiliar environment
- Mental or physical health

They can also be **internal factors** such as:

- How we value and perceive ourselves
- If we have faith in our abilities
- Whether we recognise our strengths and weaknesses
- **Our inner critic**

Activity/ Discussion

In groups discuss your Inner Critic
When does it appear?
How can you challenge that voice?

Counteracting the negative voice

"I can't cope when things don't go according to plan"

- I have coped before when things got tough
- I prefer things to go to plan, but I accept they won't all of the time
- Sometimes I need to adjust and that's ok
- Having a plan is a great start but challenges will help me grow

"I'll never be good at maths."

- I might not be great at it right now but 'never' is a long time
- I struggle with it, might never love it but I can get

EQUATE

Possible Tips

- **Do more things you're good at**
- **Know your strengths and weaknesses.**
- **Monitor your progress**
- **Get things done / Do something you have been putting off**
- **Help others**
- **Don't compare yourself with others**
- **Think positively about yourself**
- **Compliment others**

Possible Tips

- **Don't worry about making mistakes**
- **Choose to spend time with people who boost your self-esteem**
- **Be prepared**
- **Focus on what you can change**
- **Do what makes you happy**

POSITIVE

"I can do it"

STRENGTHS

"What can I bring to the table"

ACTION

"Nothing happens when you do nothing"

Managing Change

EQUATE

Managing Change

‘Change is the only constant in life’

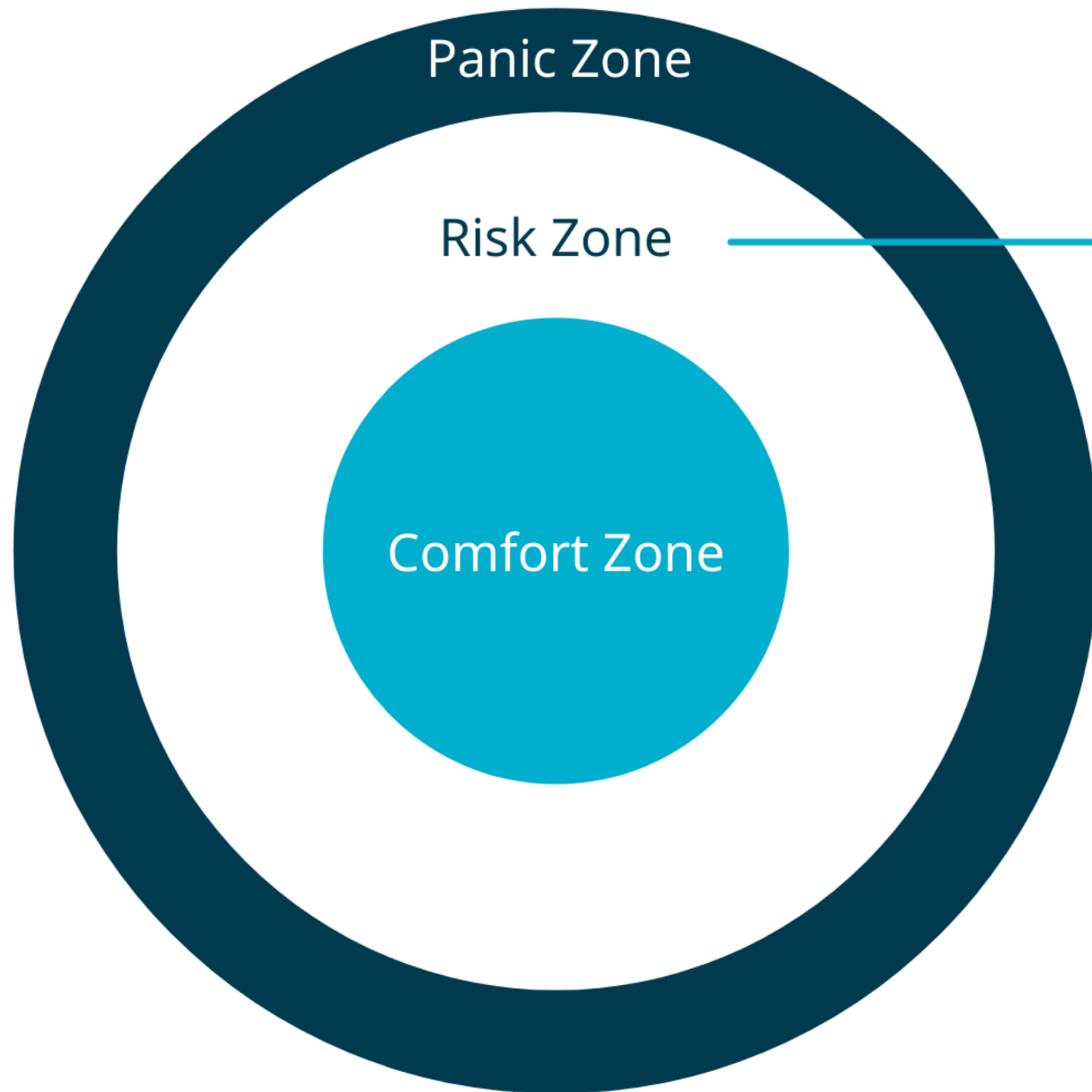
How do you feel you respond to change?



Managing Change Matters

Why does being able to manage change matter?

What are your current change challenges?



*Change, growth, and
transformation happen
here*

Activity/ Discussion

People in you social network – who are the different people useful:

Cheerleader

Truthteller

Comforter

Distractor

EQUATE