

31 - Self Confidence - Faith in one’s own ideas and ability to be successful; willingness to take an independent position in the face of opposition.

	Basic	Proficient	Advanced
Professional/ Specialist	<ul style="list-style-type: none"> • Shows confidence in own ability • Presents self well • Is willing to speak up to the right person or group at the right time • Approaches most tasks with a positive attitude 	<ul style="list-style-type: none"> • Is confident of own ability to accomplish goals • Presents self crisply and impressively • Is willing to speak up to the right person or group at the right time when he/she disagrees with a decision or strategy • Approaches challenging tasks with a “can-do” attitude 	<ul style="list-style-type: none"> • Demonstrates confidence in own ability to accomplish even the most demanding goals • Presents self crisply and impressively; appears poised and certain of what he/she is saying • Does not hesitate to speak up to the right person or group at the right time when he/she disagrees with a decision or strategy; has strong convictions in his/her beliefs • Approaches very difficult and challenging tasks with a “can-do” attitude; believes in own ability to get the job done
	Basic	Proficient	Advanced
Supervisor/ Manager	<ul style="list-style-type: none"> • Shows confidence in own ability • Presents self well • Is willing to speak up to the right person or group at the right time • Approaches most tasks with a positive attitude 	<ul style="list-style-type: none"> • Is confident of own ability to accomplish goals • Presents self crisply and impressively • Is willing to speak up to the right person or group at the right time when he/she disagrees with a decision or strategy • Approaches challenging tasks with a “can-do” attitude 	<ul style="list-style-type: none"> • Demonstrates confidence in own ability to accomplish even the most demanding goals • Presents self crisply and impressively; appears poised and certain of what he/she is saying • Does not hesitate to speak up to the right person or group at the right time when he/she disagrees with a decision or strategy; has strong convictions in his/her beliefs • Approaches very difficult and challenging tasks with a “can-do” attitude; believes in own ability to get the job done

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	Basic	Proficient	Advanced
Director/ Executive	<ul style="list-style-type: none"> • Is confident of own ability to accomplish goals • Presents self crisply and impressively • Is willing to speak up to the right person or group at the right time when he/she disagrees with a decision or strategy • Approaches challenging tasks with a “can-do” attitude 	<ul style="list-style-type: none"> • Demonstrates confidence in own ability to accomplish even the most demanding goals • Presents self crisply and impressively; appears poised and certain of what he/she is saying • Does not hesitate to speak up to the right person or group at the right time when he/she disagrees with a decision or strategy; has strong convictions in his/her beliefs • Approaches very difficult and challenging tasks with a “can-do” attitude; believes in own ability to get the job done 	<ul style="list-style-type: none"> • Encourages and motivates others to demonstrate confidence in their ability to accomplish even the most demanding goals • Coaches others to present themselves crisply and impressively; helps them to appear poised and certain of what they are saying • Is well known in the organization for not hesitating to speak up to the right person or group at the right time when he/she disagrees with a decision or strategy; always has strong convictions in his/her beliefs • Creates a culture in the organization to approach very difficult and challenging tasks with a “can-do” attitude; helps others to believe in their own ability to get the job done