

# Why don't Early Years staff believe in themselves?

Lewis Fogarty



# Key aims



What “professional confidence” is  
and why it matters in a career in the  
Early Years



Everyone in the Early Years sector  
can be responsible for professional  
confidence



Empower everyone to take  
ownership of their journey towards  
feeling professional confidence

# What is professional confidence?

- Awareness
- Active correction
- Thoughtful and skillful advocacy
- Collective action
- Towards a better future



# Context



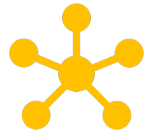


We need to  
respond to  
the context,  
together

# Find your pebble



A shift in  
mindset



Conscious  
connections




Clear  
communication



Assess  
boundaries



Own your  
choices



# With a philosophy in mind – 4POP

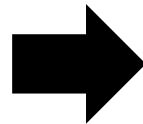
- Reassuring relationships
- Clear communication
- Continuous curiosity
- Enabling environments

# A powerful mindset

When I have the time

I will do more staff development

I will be a more supportive leader



I will be a supportive leader

I will do more staff development

I will have more time



# Are you upgrading or downgrading?

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- Everything you do/say/think/consume is either an upgrade or downgrade on your current self.
- Think of 5 moments from the past week
- Where did you leave yourself?
- -5 to +5?
  
- Take a moment to reflect on this
- Can you improve your score tomorrow?





Who holds your rope?

# Curate your relationship with yourself

What conversations do you have with yourself?

Would you be their friend?

Be attentive to yourself



# The 4 C's of communication

Concise

Confident

Compelling

Caring



How's your  
tennis game?



## Communication Principles

1

### Be prepared

Share the focus.  
Are you asking the right person?  
What exactly are you asking for?  
When do you need it done by?

2

### Be curious

Check for understanding when  
agreeing things or sharing ideas.  
Try asking why 5 times to get to the  
bottom of it.

3

### Follow up and through

If you ask for something, check it has  
been done.  
If you say you will do something  
provide updates and do it.

4

### Get it all out

If something doesn't sit right or if you  
don't feel listened to, say it.  
Don't let it go.  
Even if it means treading on someones  
toes.

5

### Be considerate

Not before 8 am or 6 pm or weekends  
unless unavoidable.



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Things tend to get to a terrible place one tiny step at a time, don't let someone push you somewhere further than you agree to.

Limits are not limiting but liberating – the first  
no is vital.

Boundaries are the rules you give people for  
how they can treat you.

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A thick yellow vertical bar is positioned on the left side of the slide, extending from the top to the bottom. It has a small horizontal gap near the top and bottom.

# A moment to reflect

1. Do you have clear boundaries for what you are and are not open to doing?
2. Do you need to adjust any of your own boundaries?

# Own your choices

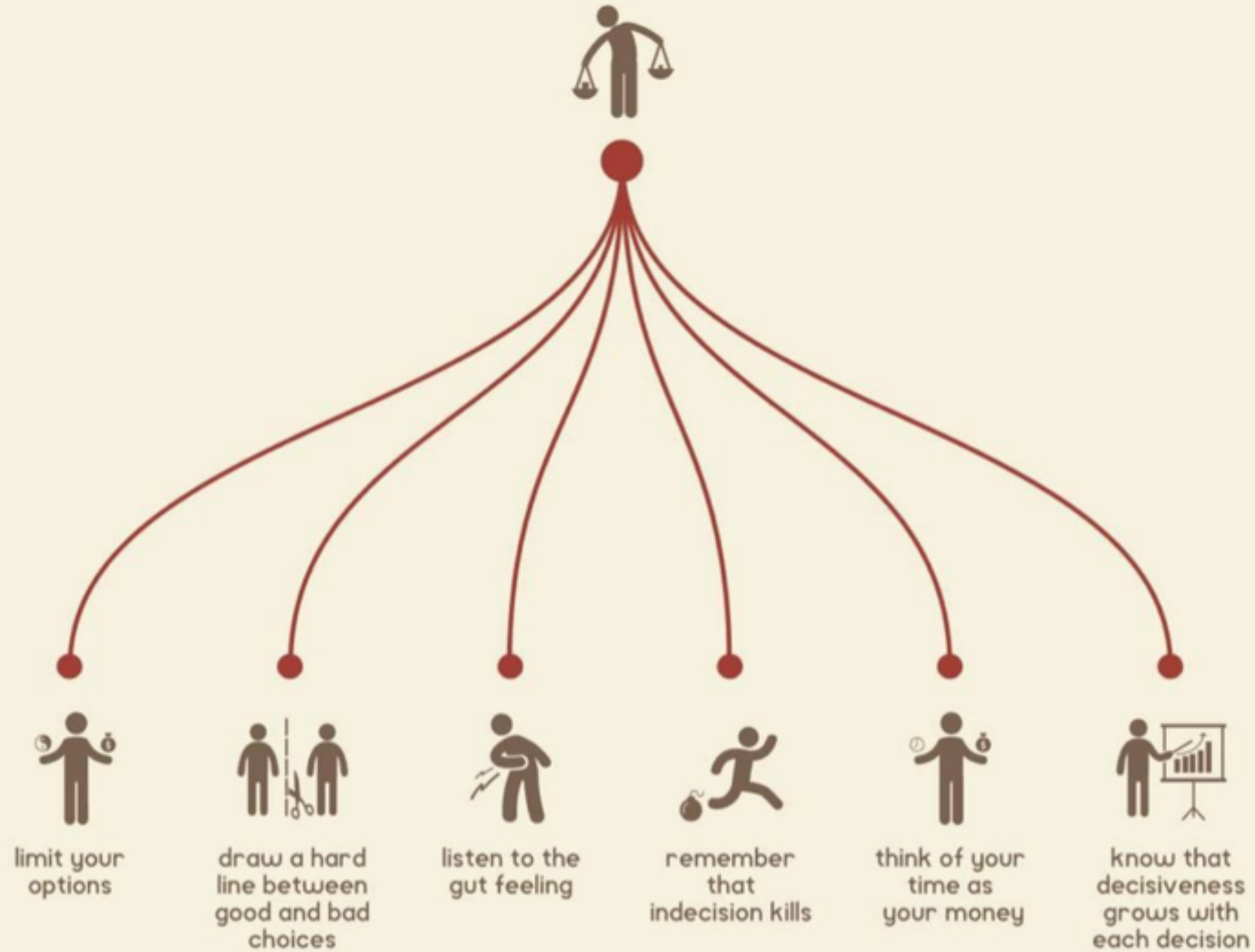
Confidence isn't about how you feel it's about how you act despite how you feel, and this is a choice.

Whilst we can't always control what happens to us, we can control how we feel about what happens to us (and what we do about it!).



# How to Decide Faster

a mindset for making faster  
decisions



by Anna Vital

# Our key aims

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- Professional confidence is the key that leaders hold to unlock the hidden potential across the sector
- You are responsible for change, for increasing your own professional confidence
- Choose a strategy and put it into action, tomorrow, or now!



# The 'cost' of confidence

“Whether you think you can or think you  
can't, you're right”

Henry Ford

# Stay connected

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