Mental Toughness – Confidence



Mental Toughness is a personality trait which determines, in large part, how people respond to challenge, stress and pressure, irrespective of their circumstances.

Mental Toughness comprises four components, the 4C's of Control, Commitment, Challenge and Confidence.

In this article I will look at the two sub-elements of the Confidence component of Mental Toughness.

Interpersonal Confidence

Interpersonal Confidence is about being able to influence others and standing one's ground if needed.

Those with high Interpersonal Confidence are invariably confident in difficult situations; they won't allow others to orally dominate and they will ask questions to check understanding.

Interpersonal Confidence isn't about being aloof and arrogant with opinions cast in stone; those with high Interpersonal Confidence are willing to be influenced, but the arguments need to be convincing.

Confidence in Abilities

Confidence in Abilities is about believing in one's ability to do something. Those with high Confidence in Abilities will use

their abilities and don’t need others to tell them they can do it or to encourage them.

Confidence in Abilities shouldn’t be confused with being an unconsciously incompetent “know it all”, trying to convince everyone that they know best. Those truly confident in their abilities are also aware of when others know better.

Some people are low in Interpersonal Confidence and Learning Orientation, some people are high in one or the other and some people are high in both.

Those low in both Interpersonal Confidence and Confidence in Abilities tend to keep a low profile.

Those low in Interpersonal Confidence but high in Confidence in Abilities are not good at facing up to others but they do know when they are right.

Those with high Interpersonal Confidence and low Confidence in Abilities are not really an expert at anything but they don’t let people walk over them.

Those high in both Interpersonal Confidence and Confidence in Abilities will stand their ground when criticised and can almost always find arguments to support their point of view.

If you would like to evaluate your overall Mental Toughness, your 4C’s and each of the eight subcomponents, do not hesitate to contact me at boblarcher@boblarcher.com