



The Center For Confidence
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WOMEN AND RELATIONAL CONFIDENCE

CAREER WOMEN SEEK PROFESSIONAL RELATIONSHIPS TO GAIN LEADERSHIP SKILLS
GIVE MIXED REVIEWS ON WHETHER THEY BELIEVE THESE RELATIONSHIPS ARE MOVING
THEM CLOSER TO THEIR CAREER GOALS

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FOR IMMEDIATE RELEASE

Jacksonville, FL – April 25, 2018 – The Center For Confidence (TCFC) has released the results of a new study on women and career confidence that suggests more than two-thirds of women have multiple professional relationships to support career development, but only 37 percent are confident these professional relationships are moving them closer to their goals. —

The [Relational Confidence Survey](#) questioned 27 women of the 2,000-member female networking group, She is Fierce!, during a one-day event in November 2017. The research sought to explore the degree to which women were confident that their professional relationships were moving them closer to their career goals. These relationships were identified as coach, mentor, champion, and sponsor relationships which were defined in the survey.

The survey, conducted by [The Center For Confidence, LLC](#), an organizational and leadership coaching firm in Jacksonville, Fla., and [Dr. V Brooks Dunbar](#), creator of The Confidence Commander Lifestyle Brand for women, found that among women who identified as having a coach, mentor, sponsor, or champion, over the past three months, only four or 14.8 percent were fully career-confident prior to the relationship. During and after the professional relationship ended, the number of respondents with full career-confidence increased to ten or 37 percent.

More Than a Third of Women Report Professional Relationships Boost confidence

Interestingly, when asked how confident they were in their “future career goals,” independent of the existence of any professional relationship, 48 percent reported full



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confidence. This included three of four respondents who reported having no career relationship, while the original 37 percent maintained the confidence they gained.

In contrast, one respondent's confidence level in their 'sponsor' relationship dropped from a five (prior and during/after the relationship) to a current three. An additional comment from this respondent stated, "don't know," and suggests this may be the result of unemployment or the respondent's indication of a possible transitioning stage — from the nonprofit sector to entrepreneurship — may be a test of her current level of future career confidence. Another interesting decrease in confidence in a 'champion' relationship, which shifted from a four prior to the relationship down to a two rating during/after and a two rating currently, suggests an association with the respondent's for-profit and entrepreneurship status.

Further research is needed to investigate whether this decrease in future career-confidence following these sponsor and champion relationships may be attributed to the uncertainty of entrepreneurship or other factor(s). Additionally, research may be needed to explore whether there are significant factors attributing to the source of confidence among women without professional relationships versus those with these relationships. These three career-confident women, who were among four without professional relationships, reported they were similarly employed in the for-profit sector, but held various positions from entry-level and entrepreneur/career professional to executive level.

All survey respondents worked in the for-profit or nonprofit sector or identified as unemployed. Respondents also reported holding a range of professional levels which included entry-level, supervisors, executive level, nonprofit CEO, for-profit CEO, Head of Office, management, and entrepreneur/career professional.

Women Seek Multiple Types of Professional Relationships

Overall, all but four respondents identified the presence of coaches, mentors, champions and/or sponsor relationships over the past three months while more than half (66.6%) reported having multiple career relationships. The largest reported grouping included those with coach+mentor relationships (40.7 percent or 11 respondents) while

mentor+champion relationship pairs represented 25.9 percent.

The list below shows the type of relationship over the previous three months, some respondents reported having more than one relationship which will skew results over 100%.

- 74% of survey respondents had mentors
- 51.8% reported having a coach
- 33.3% reported having a champion
- 11.1% reported having a sponsor
- 14.8% reported having none of the above

Respondents were asked to rank the areas where their strongest relationships gave the most confidence. A list of attributes was compiled using the National Association of Colleges and Employers (NACE) 2016 Job Outlook of the attributes employers want to see on new college graduates' resumes. The top five on the list included leadership, teamwork, communication skills (written), problem-solving skills, and communication skills (verbal).

Leadership Skills: Where Women Gained The Most Confidence

The final list of seven areas presented to the respondents included leadership, communication, problem solving, interpersonal relations, public speaking, decision making, and a write-in category marked as 'other.' Although, decision-making, public speaking, and interpersonal relations were not in the top five of the NACE study, a wealth of research links confidence-building skills with public speaking, decision making, and management of interpersonal relationships (Kay & Shipman, 2014; Killeleau, 2016).

Respondents were now grouped into five batches:

Batch A: "mentor+champion+sponsor" relationship = 2

Batch B: "coach+mentor+champion" relationship = 3

Batch C: "coach+mentor+champion+sponsor" relationship = 1

Batch D: "coach+mentor" pairing= 11
Batch E: "mentor+champion" pairing = 7

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Among the relationship groups consisting of Batch A, B, & C, respondents reported their confidence was built in the area of problem solving, decision making, leadership, communication, and public speaking. Leadership confidence received the greatest boost followed by a tie in communication and problem solving.

Among the pairings of Batch D & E, respondents reported leadership was the area where confidence building received the strongest impact followed by problem solving and decision making.

With all groups combined, leadership was the skill that received the greatest level of increased confidence followed by problem solving and decision making. It is important to note that the first three batches included champions and/or sponsors who focused on leadership first followed by equal attention given to building confidence in communication and problem-solving skills.

Write-in responses under the 'other' category included 'emotional' and 'conflict resolution' as areas where confidence was gained.

Conclusion & Method

The survey instrument was designed and pre-tested in a mixed-gender, geographically dispersed sample group by V Brooks Dunbar, D.M. MPA, Founder and Lead Coach at TCFC. The survey was distributed in November 2017 to more than 75 attendees at a Jacksonville, Fla., professional networking event. Twenty-seven (27) surveys were returned. The surveys were scored separately by two tabulators and the results reported. Please direct any questions regarding the survey and/or its findings to Dr. Dunbar at info@TheCenterForConfidence.com

To take the career Relational Confidence Survey (#RelationalConfidence) click [HERE](#). For more on the value of building Relational Confidence visit Dr. V's blog at www.dr BrooksDunbar.com/blog. To download a FREE Relational Confidence Workbook, visit



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ABOUT THE CENTER FOR CONFIDENCE, LLC:

TCFC is the nation's only dedicated authority on leadership development through Confidence Ascension. The mission of TCFC is to empower every individual to gain and sustain confidence to achieve their full life potential with a vision to create more confident leaders, from the earliest age and opportunity. Services range from one-on-one coaching and group coaching to corporate training, seminars and workshops.

[Research](#) shows that there is a direct link between confidence and earning potential. And, as confidence increases, so does business success. With the introduction of The Confidence Commander Lifestyle Brand for women, Dr. V and TCFC's goal is to transform the way women show up, conduct business and make an impact by developing bold, unapologetic and authentic leaders who recognize they are worthy of experiencing career and life on their own terms.

ABOUT DR V BROOKS DUNBAR:

For decades, Dr. V has been the engine behind women who are changing the world.

She is an author, speaker, conversationalist, and leadership confidence coach. In 2017 she authored the motivational book on women and self-leadership titled, [DIVA DECISIONS: How to Get from Smart to Intelligent by Claiming Your Power of Choice](#), and is the creator of DISCOVER YOUR CONFIDENCE ZONES,™ a personal audit system designed to help women unleash their power to lead with commanding confidence (to be released this summer).

Dr. V has spent more than two decades mentoring and coaching women and girls around the globe. She is a former expatriate working, studying, and traveling in Europe, Central America, and South America. She is a passionate advocate for small businesses, entrepreneurship, and leadership equity for women. She is on a mission to develop



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more confident leaders, empower individuals to act on their dreams, and create life-changing opportunities to help people reach their full potential.

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Dr. V is currently CEO/Founder and Lead Coach at The Center For Confidence, LLC, the nation's only dedicated authority on leadership development through Confidence Ascension. She is also the creator of the confident living lifestyle brand for women, *Dr. V, The Confidence Commander* which features the subscription newsletter, Confidence Circle New and #CONFIDENCECRUSH profiles of confident women. She is the founder of Can We Talk JAX, a Facebook community for collaboration among women's organizations. She has been featured on news affiliates for NPR, CBS, FOX, ABC, and others. Help Dr. V to reach her goal of 1 million who have taken The Confidence Commander Pledge at www.drubrooksdunbar.com.

ABOUT SHE IS FIERCE!:

She Is Fierce! connects established leaders and women on the rise and provides you with the toolkit you need to reach your big goals and make a difference in the world. We are a global network of professional and entrepreneurial women, a story-telling media organization, a speaker series, an international events company - but most importantly a tribe of mentors and friends! We are dedicated to celebrating women living out their dreams and making a difference in the lives of those around them. Contact us and find out more at www.sheisfiercehq.com

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