

APA

EMERGING LEADERS

IN PSYCHOLOGY ACADEMY

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Confident, Connected, and Credentialed

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Today's agenda

- Making the best of your connections
- Facing the challenge of leadership
- Expanding your skills and knowledge

Objectives

- In this module, participants will:
 - Discuss common leadership strengths and challenges faced by new leaders
 - Identify what professional experiences and credentials may be necessary in your career

Core Questions

- This module will answer:
 - How can you develop the skills new leaders wish they had (e.g., confidence, assertiveness, etc.)?
 - How can you navigate affronts to your credibility?
 - What professional credentials are important in your career pathway?

Full Disclosure...

- I did not seek out leadership. It found me.
- I will not advise you to do something that I have not done or would not do myself.
- This presentation is based on my knowledge, experiences and includes my biases.

My Leadership “Rules”

- I join in
- I invest and say “yes”
- I show up and do the work
- I am inclusive and give credit where credit is due
- I listen
- I am goal oriented
- I speak up even when my voice shakes
- I admit when I am wrong or have made a mistake and apologize
- I take the work seriously, but I don’t take myself seriously

Poll Template

- Question: What is your biggest leadership barrier?
- Answer choices:
 - A Lack of opportunities
 - B Lack of experience
 - C Fear of failure

Live viewers: Submit your answer now. We'll share results in a moment.



Get Connected

- Ask others about their journey
- Share your goals
- Follow up with those who offer to help
- Pay it forward

“We must reject not only the stereotypes that others have of us, but also those that we have of ourselves.”

Shirley Chisholm

Challenges for New Leaders

- Internal Challenges
 - Confidence
 - Imposter syndrome distress
 - Finding your voice
 - Self-perceptions
- External Challenges
 - Limited opportunities
 - Organizational culture
 - Lack of mentoring
 - Prejudice

Strengths of New Leaders

- No investment in the “this is how we have always done it” culture
- Fresh ideas and perspectives
- Recent experience and connection to those outside of leadership
- Find the gaps
- Desire to learn, grow and accomplish goals

Building Confidence

- Be fact based
- Acknowledge strengths and skills
- Challenge negative self-talk
- Take credit
- Check-in with valued colleagues
- Expand your skillsets

Credentials

- Organization based
- What qualifications/credentials/skills do you need to achieve your goals?
- Think outside of the box
- Take steps

Example – Captain Felicia Keith, USAF

- Identified a gap
- Consulted
- Shored up resources and support
- Shared her idea with people who had power to move it forward
- Kept pushing toward the goal
- Expanded her original goal and managed her fear
- Was recognized for her achievements



Resources and References

- Strengthening Confidence: https://hbr.org/2013/04/to-strengthen-your-confidence?referral=0375&cm_vc=rr_item_page.bottom
- Imposter Syndrome: <https://hbr.org/2019/02/mentoring-someone-with-imposter-syndrome?fbclid=IwAR09FWMov3h0gmVjHgFkggPPTseC-Clu4nxJCVbNz8tggvQEcvG9u9BZge0>
- Paschen, M. & Dihsmaier, E. (2014). *The Psychology of Human Leadership: How to Develop Charisma and Authority*. New York: Springer.

Practice Today's Lessons

- Identify leadership goals or gaps
- Identify a person to connect with
- Volunteer your skills, time, and talents
- Show up for the task, for your team and for yourself
- Expand your knowledge, skills and strengths

Questions & Answers

We will answer a handful of questions today. Some additional questions will be responded to and placed in your Slack Learning Community.

Stay Tuned

Next session: 4/9 at 3:00 PM ET

Title: Making and Taking Space for Diverse Leaders

Faculty: Erlanger Turner, PhD

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