

Director

- Set and achieve high standards for the sector
- Promote own sector of organization
- Maintain composure in times of stress or transition
- Feel comfortable making decisions and taking responsibility for the sector

Director General

- Set and achieve high standards for the directorate
- Ensure that goals set for directorate are challenging but realistic, given organizational constraints
- Demonstrate resilience and perseverance when faced with opposition
- Promote the directorate's interests

## Other Resources

- *The Adversity Quotient* ([www.doogee.com](http://www.doogee.com))

## On-the-Job Actions to Develop Your Self-Confidence

- Visualize a more assertive style. Identify a set of specific behaviours for yourself that, added together, would constitute a more assertive style. Apply these attributes in situations and evaluate your performance. By practicing these new behaviours you will gain a more complete understanding of your strengths and how to apply them.
- Shadow a colleague with strong self-confidence; i.e., someone who can defend minority opinions and take calculated risks in the best interests of the organization. Role-play with this individual for specific situations where you are called upon to do likewise.
- Volunteer for a highly-visible task force or special project that has very tight deadlines.
- Get a mentor to guide you in areas in which you wish to develop.

