

Annie Harvey

Self-efficacy and why it matters

For members and their families

Once you've watched Video 1, have a practice at choosing a small area in life you would like to be more confident/effective in. You can select something from the ideas below or you can look ahead in this document to your specific role or you can choose one of the examples at the end. Once you've selected and scored, you can move on to the RUN Remedy Framework (videos 2-4) which give you lots of ideas on how to increase your efficacy score. Have fun with it!

Self-Efficacy: From big goals to clear, doable actions you can believe in.

☐ **Name your big goal or role**

Example: "Be a calmer parent" or "Lead my team more effectively."

☐ **Break it into focus areas**

Circle or write one or two areas where you most want to feel more capable.

Parenting examples

- ☐ Morning routines
- ☐ Schoolwork help
- ☐ Emotional meltdowns
- ☐ Boundaries & follow-through
- ☐ Play & connection
- ☐ Co-parenting
- ☐ Supporting independence

Work examples

- ☐ Leading meetings
- ☐ Giving feedback
- ☐ Hitting deadlines
- ☐ Managing conflict
- ☐ Building team engagement

☐ **Pick your current challenge**

When do you feel least confident right now?

☐ **Rate your confidence today**

On a scale from 0 (no confidence) to 10 (total confidence), how confident are you that you can handle this situation well? [0 1 2 3 4 5 6 7 8 9 10]

☐ **Plan a small win**

What's one action you could take in the next week that would move you just one point higher on the scale?

☐ **Track your change**

Re-score yourself after you try the small win. [0 1 2 3 4 5 6 7 8 9 10]

Tip from Annie:

Self-efficacy grows best through small, repeatable wins — not giant leaps. Build belief one step at a time.

FIREFIGHTER SELF-EFFICACY

From high-pressure calls to confident, capable responses - one scenario at a time.

☐ **Name your role and focus area**

Example: "Station officer" or "Volunteer firefighter."

Break it into micro-domains you can influence On the ground:

- ☐ Managing stress during a major incident
- ☐ Making quick, effective decisions under pressure
- ☐ Coordinating with crew members in challenging conditions
- ☐ Using specialised equipment with confidence
- ☐ Keeping communication clear and calm with command
- ☐ Supporting community members in crisis situations
- ☐ Maintaining physical readiness and stamina

As a leader/trainer:

- ☐ Building crew confidence before deployments
- ☐ Providing constructive feedback after drills/incidents
- ☐ Managing fatigue and mental health in the team
- ☐ Leading debriefs that improve morale and skills
- ☐ Advocating for resources with local leadership
- ☐ Creating training scenarios that build real-world readiness

☐ **Pick one challenge right now**

When in your role do you most feel you can't handle it well or that nothing you try works?

☐ **Rate your confidence today**

On a scale from 0 (no confidence) to 10 (total confidence), how confident are you that you can handle this situation well? [0 1 2 3 4 5 6 7 8 9 10]

☐ Plan a small win

What's one thing you could try in the next week that would move you just one point higher on the scale?

☐ Track your change

Re-score yourself after you try it. [0 1 2 3 4 5 6 7 8 9 10]

Tip for firefighters:

Confidence builds through repetition under realistic conditions. Train the way you want to respond, and each repetition grows your belief you can handle the real thing.

NURSE SELF-EFFICACY

From overload to confident, capable moments — one shift at a time.

☐ **Name your role and focus area**

Example: "ED nurse on night shift" or "Nurse unit manager."

☐ **Break it into micro-domains you can influence For frontline nurses:**

- ☐ Responding to emergencies calmly
- ☐ Managing time and prioritising tasks during busy shifts
- ☐ Comforting anxious or distressed patients
- ☐ Communicating clearly with doctors and allied health
- ☐ Handling difficult family conversations
- ☐ Maintaining infection control standards under pressure
- ☐ Looking after my own wellbeing during/after shifts

For nurse leaders:

- ☐ Supporting staff after a critical incident
- ☐ Modelling effective communication under stress
- ☐ Giving constructive feedback without damaging morale
- ☐ Helping staff prioritise competing demands
- ☐ Advocating for resources with upper management
- ☐ Encouraging teamwork and peer support

☐ **Pick one challenge right now**

When in your work do you most feel you can't handle it well or that nothing you try works?

☐ **Rate your confidence today**

On a scale from 0 (no confidence) to 10 (total confidence), how confident are you that you can handle this situation well? [0 1 2 3 4 5 6 7 8 9 10]

☐ **Plan a small win**

What's one thing you could try in the next week that would move you just one point higher on the scale?

☐ **Track your change**

Re-score yourself after you try it. [0 1 2 3 4 5 6 7 8 9 10]

Tip for nurses:

You don't need to control every part of the shift to feel confident — focus on one patient, one task, one handover at a time. Small wins build belief that you can handle what's next.

TEACHING EFFICACY

Step 1: Rate yourself (1–10)

“How confident am I right now in each area?”

(1 = no confidence at all, 10 = full confidence)

1. Classroom Management Efficacy

Staying calm in chaotic moments.

Handling disruptive or disrespectful behaviour.

Restoring the classroom climate after disruption.

2. Instructional Efficacy

Reaching struggling learners.

Using strategies that keep students engaged.

Adapting when lessons don't go to plan.

3. Relational Efficacy

Building trust with “hard-to-reach” students.

Turning difficult parent conversations constructive.

Daily rituals of connection (greeting at the door, check-ins).

4. Resilience & Recovery Efficacy

Finding one “win” after a hard week.

Letting go of blame and leaning on colleagues.

Having a strategy to bounce back after tough days.

Step 2: Choose ONE area to improve.

What small shift could you try this week?

Step 3: Re-score yourself in 4 weeks.

Notice if your confidence number goes up.

Teachers who raise even one **sub-domain** of efficacy often:

- Experience less burnout.
- Take more responsibility (less blaming kids/leaders).
- Create stronger student growth mindset (students mirror teacher belief).

EFFICACY applies to every area of life, not just work.

Step 1: Rate yourself (1–10)

“How confident am I right now in each area?” (1 = no confidence at all, 10 = full confidence)

Step 2: Choose ONE sub-domain to focus on.

What small shift could you try this week?

Step 3: Re-score in 4 weeks.

Notice if your number goes up.

Whether it's work, family, hobbies, or health, raising efficacy in just one corner of life strengthens your confidence everywhere. Here are some more examples:

Promotion Efficacy (Career Growth)

1. Skill Mastery Efficacy

- Learning the new skills I'll need.
- Tackling tricky projects with confidence.
- Asking for feedback & using it well.

2. Visibility Efficacy

- Speaking up in meetings.
- Showcasing my wins without bragging.
- Building trust with decision-makers.

3. Resilience Efficacy

- Handling rejection or knockbacks.
- Staying motivated during slow progress.
- Keeping perspective under pressure.

4. Balance Efficacy

- Juggling promotion goals with life.
- Setting healthy boundaries.
- Staying energised without burnout.

Parenting Efficacy

1. Emotional Regulation Efficacy

- Staying calm in heated moments.
- Not taking teen/child behaviour personally.
- Recovering quickly after conflict.

2. Guidance Efficacy

- Setting limits with love.
- Knowing when to step in vs step back.
- Modelling the values I want them to learn.

3. Connection Efficacy

- Daily rituals of joy and laughter.
- Listening without fixing.
- Keeping communication open through hard stuff.

4. Recovery Efficacy

- Letting go of guilt after mistakes.
- Recharging “me time” without shame.
- Asking for help when needed.

Piano (Learning a New Skill) Efficacy

1. Learning Efficacy

- Believing I can pick this up, even as a beginner.
- Breaking it down into mini-wins.
- Sticking with practice when progress feels slow.

2. Performance Efficacy

- Playing in front of others without freezing.
- Handling mistakes with humour.
- Trusting practice to show up under pressure.

3. Motivation Efficacy

- Keeping going when it's frustrating.
- Celebrating milestones, not just perfection.
- Remembering my "why" (event, joy, growth).

4. Support Efficacy

- Asking for help from teachers, friends, books
- Finding role models to copy.
- Practising with others, not alone.

Physical Health Efficacy

1. Activity Efficacy

- Starting small and sticking with it.
- Pushing myself safely.
- Finding fun, not punishment.

2. Nutrition Efficacy

- Making healthier swaps I can keep up.
- Planning ahead instead of last-minute grabs.
- Enjoying treats without guilt.

3. Recovery Efficacy

- Getting quality sleep.
- Using rest, not just "go hard."
- Managing stress in body-friendly ways.

4. Consistency Efficacy

- Showing up most days, not just good days.
- Building routines that stick.
- Tracking progress to stay motivated.

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A quick reminder below of what
self-efficacy is and why it matters

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