Borrow My Confidence Until You Find Your Own

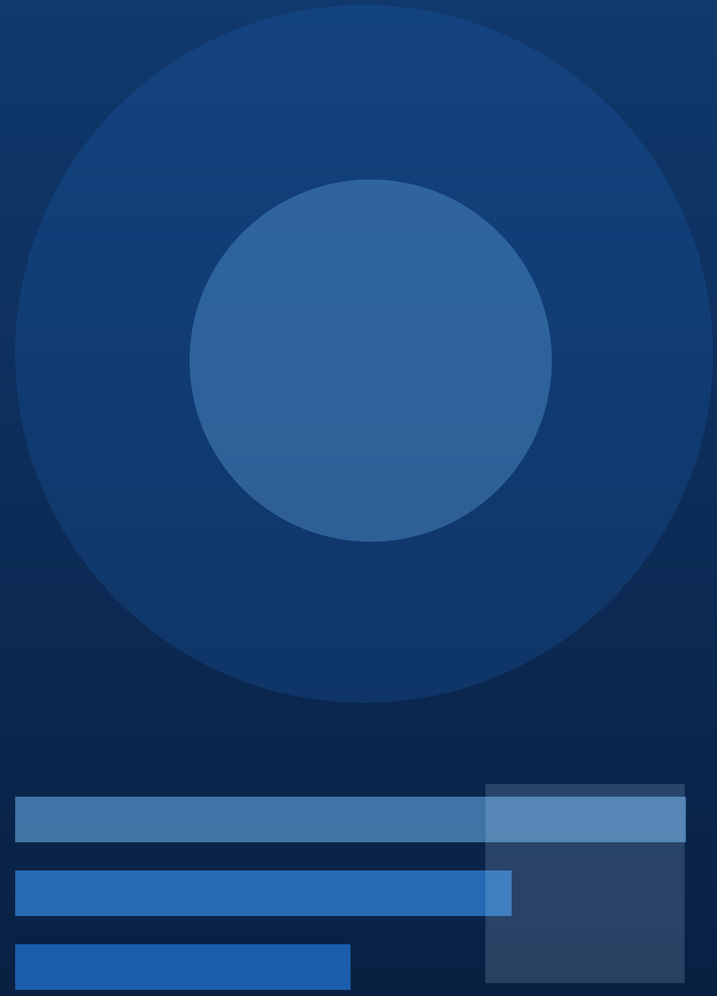
Jane Bitting, Principal

Willow Creek Middle School
Northwest Allen County Schools
IASP District 3

Who Believed In You?

Name?

What did that person actually do? Not just what did they say—what opportunity, conversation, or follow-up made the difference?



So, you don’t need to GROW?

Protecting a boundary

Comfort Zone

Saw something in me
that I didn’t see in myself



Credibility is earned by how you Show Up.

Knowing staff

Supporting staff

Supporting students

Didn’t pretend it would be effortless

She helped me through it. Seeing beyond my resume.

The difference between pushing someone and mentoring them.

Ready is not a feeling.
It’s a choice.

B.O.R.R.O.W.

Six Actions to Help You Find a Mentor

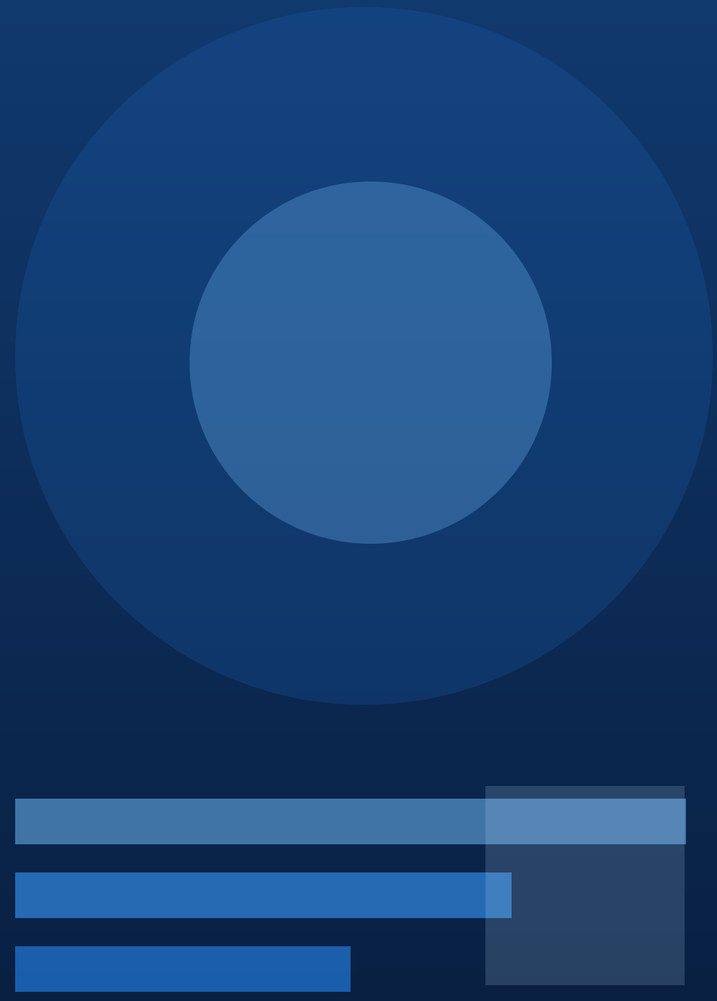


B- Believe

Name?

Who sees potential in me that I sometimes overlook?

DON’T SWAT



O- OPEN

Experiences that I have had

Experiences that I still need

Leaving my comfort zone



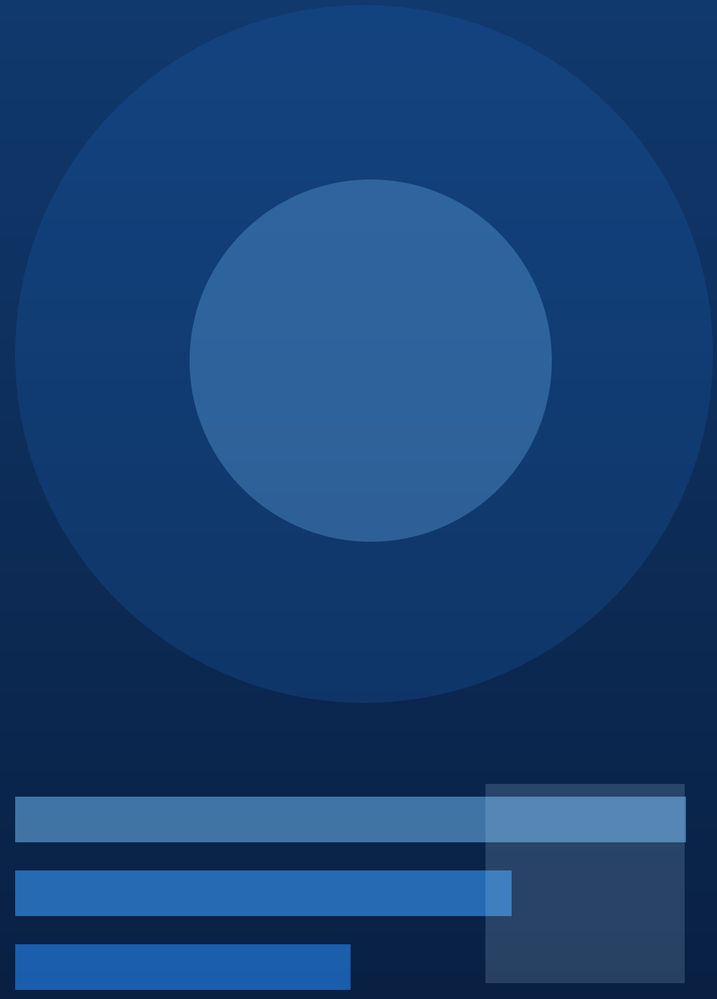
R- Risk

Who will support me when I try something unfamiliar?

R- Reflect

Name?

Who will ask me hard questions and help me learn from my decisions?

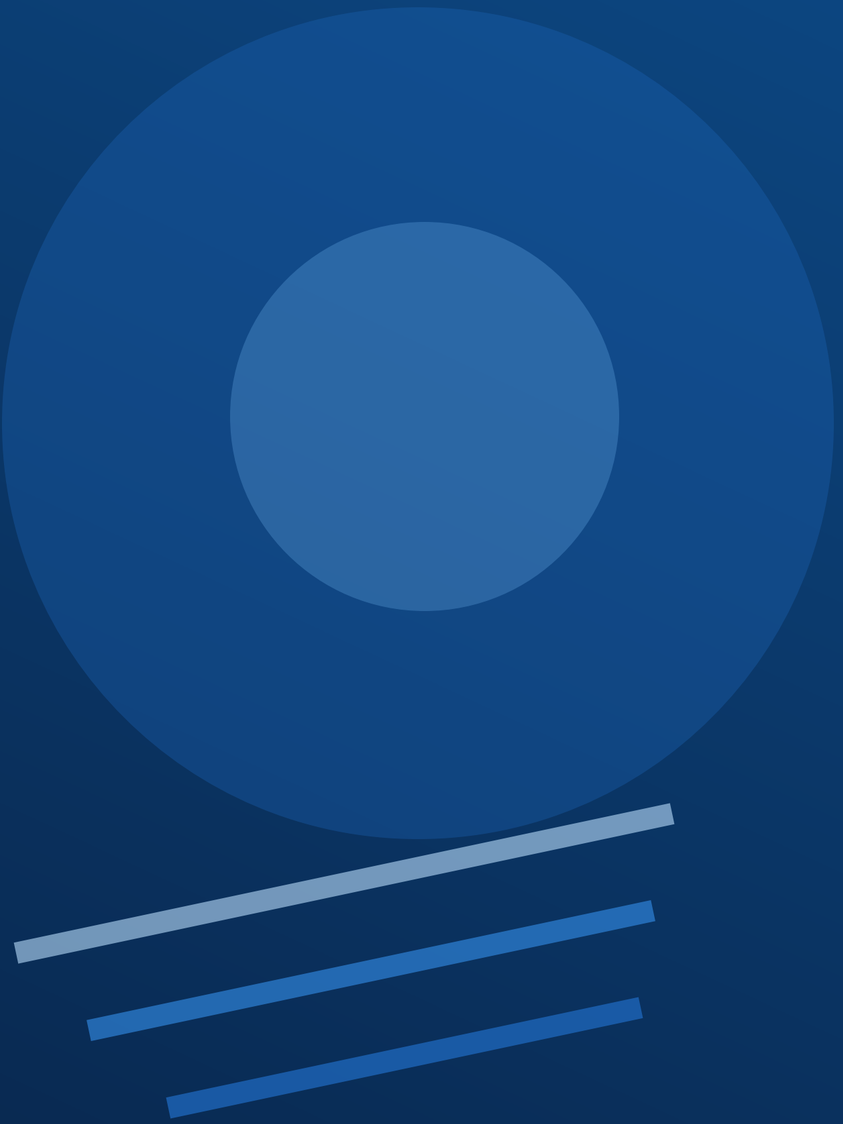


O- OFFER

Honest Feedback

Specific Feedback

From the Heart



W- Withdraw

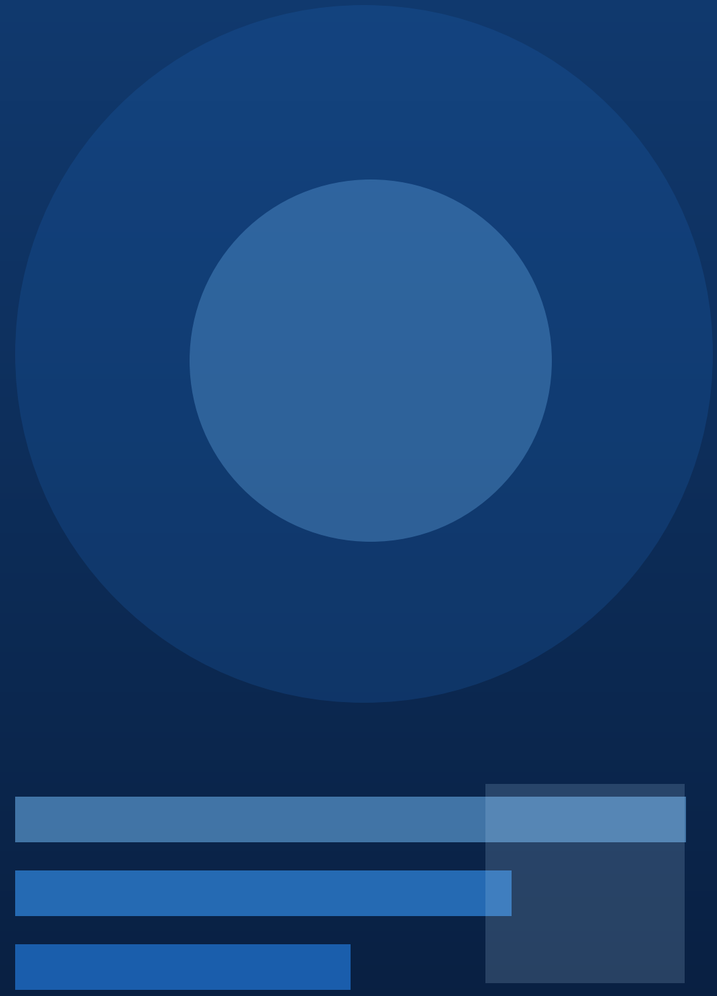
Trust Me

Stay in my corner

Make the ask

Name?

I would like to grow in _____ and I believe you could help me by_____?



THE PROGRESSION

Recognize the mentorship you need

Build Your Support Network

Become That Mentor For Someone Else

Borrow Confidence

Build Confidence

Pass It On

Be intentional on who you borrow from and who you lend yours to…

Say the quiet part
Out loud…

Developing Leaders Takes Time

Developing Leaders Takes Energy

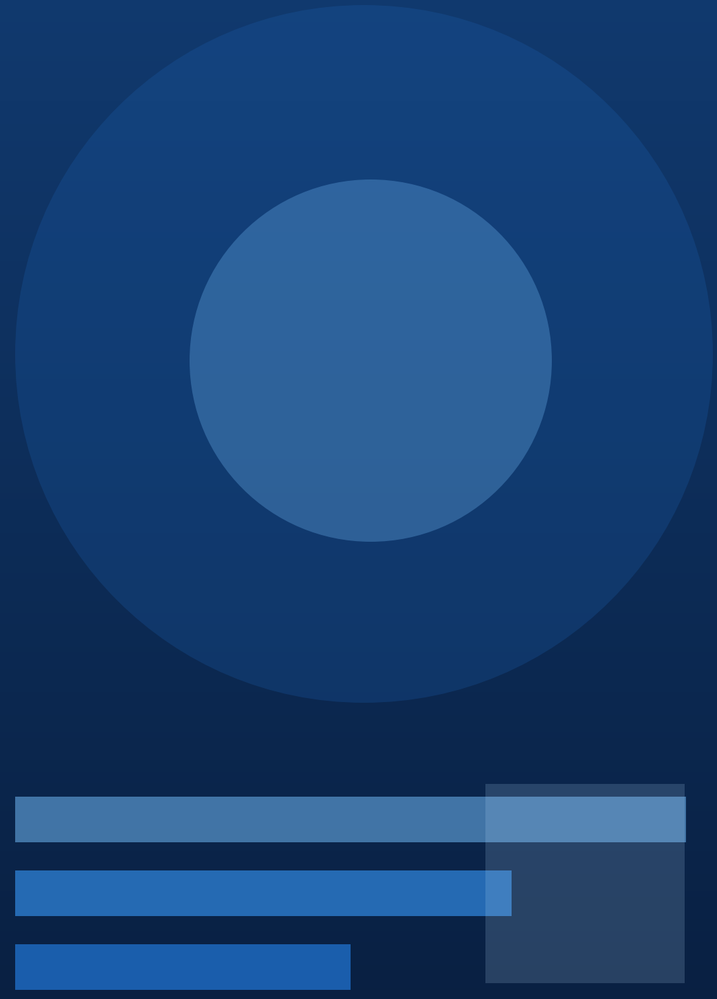
It might be easier for someone just to do things themselves

What if you invest in someone and they leave?

What if you don’t invest in someone and they stay?

If we are only willing to develop people we can keep, we aren't really developing leaders.

We are developing replacements.



THANK YOU!

QUESTIONS?

Jane Bitting
Jane.Bitting@nacs.k12.in.us