

Confidence and Self-Efficacy Assessment

A coaching self-check for action, skills, feedback, setbacks, and evidence-based self-belief.

Web version: <https://beyondpsychub.com/confidence-self-efficacy-assessment-coaching/>

Confidence is often misunderstood as feeling certain, fearless, or naturally outgoing. From a coaching perspective, a more useful question is whether you believe you can take useful action, learn from feedback, and recover when things do not go perfectly.

Important disclaimer

This assessment is for coaching, personal development, education, and self-help purposes only. It is not a medical, psychological, or psychiatric screening or diagnostic tool and cannot diagnose, rule out, or treat any condition. If your responses raise concerns about physical health, mental health, sleep, mood, anxiety, substance use, safety, or your ability to function, discuss your situation with a qualified medical or mental-health provider. Do not delay professional care because of a score on this assessment.

Choose One Focus Area

Choose one area where you want greater confidence, such as leadership, public speaking, career change, fitness, boundaries, study, relationships, or a new skill.

My focus area _____

Rate Each Statement

Use a 1-5 scale: 1 = strongly disagree, 5 = strongly agree

Response to Mistakes

Statement	1	2	3	4	5	Score
9. I can make a mistake without treating it as proof that I am a failure.						
10. I can use feedback without automatically becoming defensive or discouraged.						
11. I usually recover after disappointment.						
12. I can adjust my approach when the first strategy does not work.						

Social Confidence

Statement	1	2	3	4	5	Score
13. I can ask questions when I do not know something.						
14. I can request help without seeing it as weakness.						
15. I can express a different opinion respectfully.						
16. I can tolerate some disapproval when acting according to my values.						

Self-Talk and Perspective

Statement	1	2	3	4	5	Score
17. My inner dialogue is challenging but not routinely insulting.						
18. I can notice when I am predicting failure without evidence.						
19. I can recognize progress that is smaller than the final outcome.						
20. I judge my performance more by evidence than by one emotional moment.						

Scoring

Total range: **20-100**.

Score	Coaching interpretation
80-100	You appear to have a strong action-oriented confidence base in this area. Focus on stretch goals and realistic self-appraisal.
60-79	Your confidence is workable but may fluctuate under uncertainty or criticism. Strengthen the lowest section.
40-59	You may be waiting for confidence before acting. Build evidence through smaller practice and feedback loops.
20-39	Your current self-belief in this area may be low. Start with highly achievable actions, supportive feedback, and evidence of capability rather than large performance demands.
Important: These score ranges are for coaching reflection only. They are not diagnostic or standardized psychological cutoffs.	

Build an Evidence File

Three things I have learned successfully before _____

Three strengths I can use in this situation _____

One person who has seen me handle difficulty well _____

One piece of positive feedback I tend to dismiss _____

One recent example of progress _____

Separate Fear From Ability

What I am afraid might happen _____

What evidence supports that fear _____

What evidence does not support it _____

If the feared outcome happened, what could I do next? _____

What action is still worth taking? _____

Create a Confidence Ladder

Level	Practice step	When I will try it
1 - Very small		
2 - Low risk		
3 - Moderate		
4 - Real-world stretch		
5 - Larger challenge		

Feedback Plan

Who can give me useful feedback? _____

What exact question will I ask? _____

What behaviour do I want feedback on? _____

How will I avoid treating one opinion as a verdict on my worth? _____

Seven-Day Action Experiment

One action I will take before I feel fully confident _____

When I will do it _____

Success means completing the action, not controlling the outcome _____

What I will learn afterward _____

Key Takeaways

- Confidence does not require certainty.
- Action can come before confidence.
- Past learning and small wins provide evidence of capability.
- Mistakes are information, not proof of personal inadequacy.
- Build confidence in a specific area rather than trying to feel confident about everything.

References

- Sheeran P et al. Effects of attitudes, norms and self-efficacy on intentions and behaviour
<https://pubmed.ncbi.nlm.nih.gov/27280365/>

- Koestner R et al. Self-concordance, implementation intentions and personal goal progress
<https://pubmed.ncbi.nlm.nih.gov/12088128/>

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