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Confidence and Self-Advocacy Training Course for Early-Career Women

17 – 21 January 2027
Istanbul

Confidence and Self-Advocacy Training Course for Early-Career Women

Ref: 2143_78994 **Date:** 17 – 21 January 2027 **Location:** Istanbul **Fees:** 4900 GBP

Confidence and Self-Advocacy for early-career women is a 1-week training course for women in their first professional roles and emerging leaders who want to speak up, negotiate and be seen, built around a Personal Advocacy Plan. Organisations that lose early voices in meetings lose ideas, retention and a future leadership bench. The Confidence and Self-Advocacy course is delivered by Jupiter Prime Training.

Why Confidence and Self-Advocacy Matters Now

Three forces shape confidence and self-advocacy for women starting their careers: hybrid meetings that reward whoever speaks first, flatter structures where progression depends on visibility rather than tenure, and managers who expect junior staff to raise their own development needs. An organisation that handles this well hears a wider range of ideas and keeps capable women past their first promotion point; one that handles it badly sees quiet attrition and narrow succession lists. The course rests on assertiveness theory, interest-based negotiation and cognitive reframing, described in general practice terms rather than proprietary models.

Who Gains Most from Confidence and Self-Advocacy

- Early-career women who contribute in project meetings and want their input credited
- New specialists who must ask for resources, scope changes or deadlines
- Graduate entrants preparing for their first performance and pay conversations
- First-time team coordinators who need to set boundaries with former peers
- Women in technical or client-facing roles who present findings to senior audiences

Graduate cohorts and women's networks gain most when several members attend together and practise speaking up for one another afterwards.

Confidence and Self-Advocacy Capabilities

Participants turn quiet competence into a voice that is heard, credited and respected in everyday working moments.

- Apply assertive phrasing to state a view clearly in meetings — line managers and project leads
- Reframe self-doubt and impostor thoughts before high-stakes moments — personal readiness decisions
- Build a visible record of contributions and achievements — performance and promotion discussions
- Communicate a clear request for pay, scope or development — negotiation with managers
- Set and hold boundaries on workload and availability — colleagues and team coordinators

- Respond to interruption, dismissal and pushback with composure — senior stakeholders

Key Confidence and Self-Advocacy Terms

- Self-advocacy — Speaking up for your own needs, ideas and career interests in a clear, respectful way that others can act on.
- Assertiveness — Expressing views and requests directly and honestly while respecting the rights and views of others.
- Impostor thoughts — Persistent doubts about your own ability despite evidence of competence, often stronger in early career stages.
- Brag file — A running record of achievements, feedback and results used to prepare reviews and requests.
- BATNA — Best alternative to a negotiated agreement: what you will do if a request is declined.
- Executive presence — The impression of composure, clarity and credibility a person conveys when speaking and acting.

Confidence and Self-Advocacy Day by Day

Day 1: The Confidence Gap in Early Careers

- Confidence Self-Assessment — Where Hesitation Costs Credit and Opportunity
- Passive, Aggressive and Assertive Styles — Choosing a Default Response
- Meeting Dynamics Mapping — Who Speaks, Who Gets Credited
- Gender and Workplace Expectation Patterns — Reading Unspoken Norms
- Personal Values Inventory — Deciding What Is Worth Advocating For

Day 2: Managing Self-Doubt and Inner Narrative

- Cognitive Reframing Techniques — Replacing Impostor Thoughts With Evidence
- Brag File Construction — Building Proof of Contribution
- Pre-Meeting Preparation Routine — Lowering Anxiety Before Speaking Up
- Feedback Intake Method — Separating Useful Critique From Noise
- Resilience After Setbacks — Recovering From a Rejected Idea

Day 3: Assertive Voice and Visible Presence

- Assertive Phrasing Scripts — Stating Views Without Softeners or Apologies
- Voice, Posture and Pace — Projecting Composure in the Room
- Claiming Credit Techniques — Keeping Ownership of Your Ideas
- Hybrid Meeting Presence — Being Heard on Screen and in Person
- Personal Narrative Pitch — Introducing Your Strengths in Two Minutes

Day 4: Negotiation, Boundaries and Pushback

- Interest-Based Negotiation Steps — Framing Requests for Pay and Scope
- BATNA Preparation — Knowing Your Position Before Asking
- Boundary-Setting Language — Saying No to Workload Without Damage
- Interruption and Dismissal Responses — Holding the Floor Calmly
- Sponsor and Ally Mapping — Choosing Who Speaks for You

Day 5: Practising the Personal Advocacy Plan

- Meeting Contribution Rehearsal — Applying Assertive Scripts Under Observation
- Pay and Development Request Role-Play — Testing Negotiation Preparation
- Pushback Simulation With Senior Stakeholders — Applying Composure Methods
- Peer Feedback Circle — Refining Presence and Narrative
- Personal Advocacy Plan — Ninety-Day Goals, Asks and Allies

Applying Confidence and Self-Advocacy After the Course

- Open a brag file in the first week and use it to prepare one specific request to your line manager within the month.
- Agree with a colleague to credit each other's ideas in team meetings and review together which assertive scripts worked.

Confidence and Self-Advocacy Questions FAQ

What is confidence and self-advocacy training for early-career women, and why does it matter now?

It is practical training in speaking up, negotiating and setting boundaries at the start of a career. It matters now because visibility, not tenure, increasingly decides who progresses, and early habits of staying quiet are hard to reverse later.

Which roles gain most from confidence and self-advocacy training for early-career women?

Graduate entrants, new specialists and first-time coordinators gain most. You benefit whenever you must present ideas, ask for resources or respond to senior colleagues who challenge or interrupt you.

How does confidence and self-advocacy training differ from a senior women's leadership course?

It focuses on the first career years rather than strategic influence at executive level. You work on everyday moments such as a team meeting, a first pay discussion or a workload request, rather than board-level communication.

What do you bring back from confidence and self-advocacy training for early-career women?

You bring back a written plan with ninety-day goals, specific requests and named allies. You also leave with rehearsed scripts for meetings, negotiation and pushback that you can use the following week.

Confidence and Self-Advocacy: The Way Forward

The Personal Advocacy Plan sets out the goals, requests and allies a participant will act on over ninety days. Its first decision is which request to raise with a line manager, and it is shared with a mentor or sponsor who can open doors. After the first conversation, revisit the plan to see which scripts held up and where boundaries need firmer language.