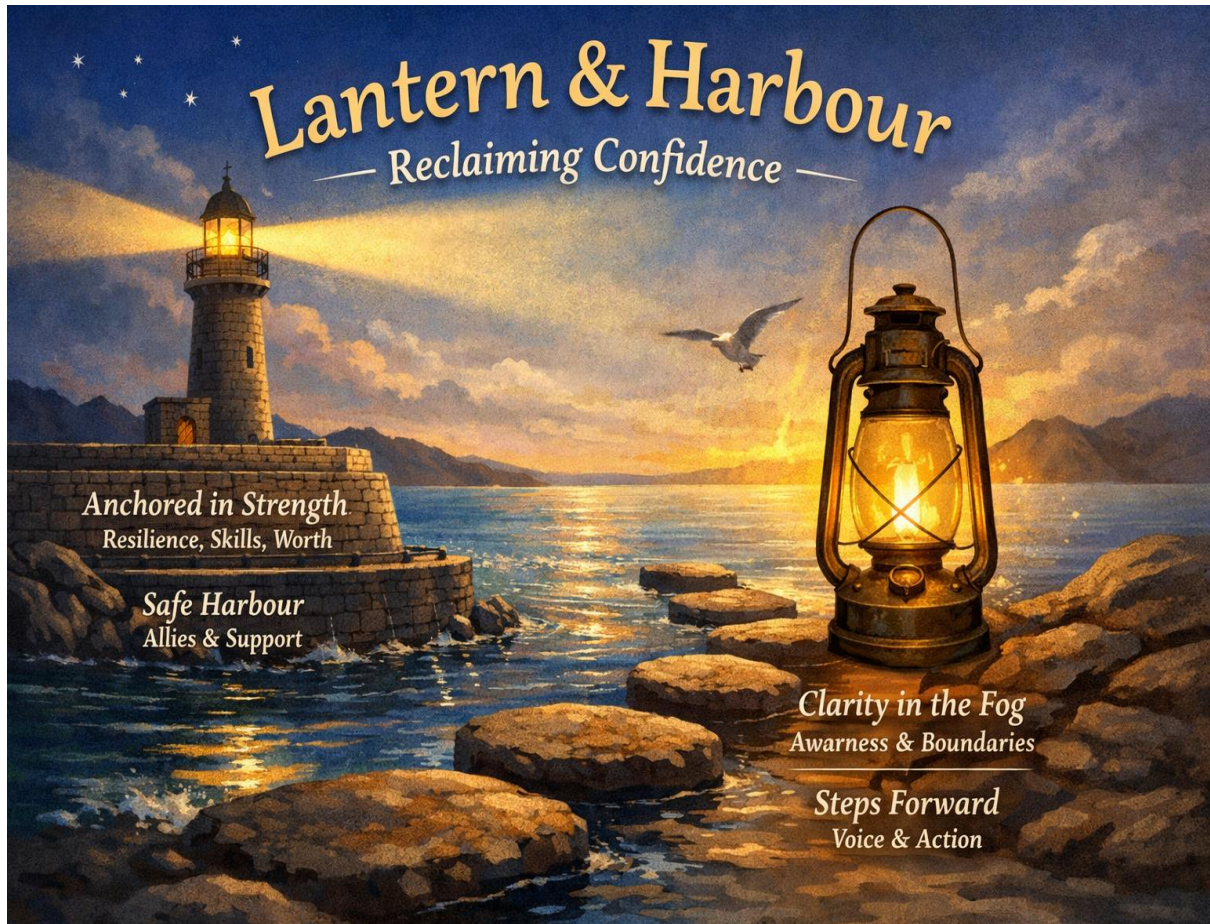




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Introduction: Your Confidence Journey Starts Here

You are here because you've already done something incredibly brave — you left familiar ground to build a life in a new country. That decision alone shows strength, courage, and resilience. But even strong people can lose confidence when they're far from home, navigating new systems, and working under the pressure of a sponsorship visa.

In this workbook, you will explore your confidence in a way that is gentle, practical, and grounded in your lived experience. You won't be asked to "be positive" or "just believe in yourself." Instead, you will learn to understand what has shaped your confidence, what has shaken it, and what you need to rebuild it.

As you move through these pages, I want you to remember something important:

Nothing is wrong with you.

Something happened to your confidence — and you are here to reclaim it.

You may have faced moments where you felt small, unsure, or invisible. You may have held back your voice because you were afraid of losing your job, your visa, or your stability. You may have experienced microaggressions, cultural misunderstandings, or pressure to "fit in." These experiences can quietly erode confidence over time.

This workbook will help you:

- recognise the situations that have affected your confidence
- understand how stress, migration, and power imbalance shape your self-belief
- reconnect with your strengths, skills, and cultural identity
- practise tools that help you feel steady, grounded, and capable
- rebuild confidence in a way that feels safe and true to who you are

Throughout this journey, you will speak to yourself with compassion. You will learn to notice your inner critic, challenge old stories, and build new ones. You will practise exercises that help you feel more secure in your voice, your decisions, and your place in this new environment.

Think of this workbook as a coach walking beside you — steady, calm, and on your side.

You don't have to rush.

You don't have to perform.

You don't have to be perfect.

You only need to show up for yourself, one page at a time.

Your confidence is not lost.

It is waiting for you to return to it — gently, bravely, and in your own way.

Confidence Rebuilding Workbook Section

Theme: Reclaiming Your Voice, Value, and Inner Certainty

Motif: *Lantern & Harbour* — clarity and anchoring in uncertain waters

1. Understanding What's Happening

If you have been feeling confused, tense, quieter than usual, or less sure of yourself, it makes sense. When difficult experiences are subtle, repeated, or easy for other people to dismiss, they can be especially disorienting. You may find yourself replaying conversations, questioning your instincts, or wondering whether you are being “too sensitive.” That uncertainty can be exhausting.

Covert micro-racism often shows up through small moments: a tone shift, being overlooked, assumptions about your ability, or being treated as if you have to prove yourself again and again. On their own, these moments may seem minor. But over time they can chip away at your confidence, your sense of safety, and your trust in your own judgement. The problem is not that you are weak. The problem is that repeated doubt, exclusion, and pressure can make even a capable person begin to shrink.

This section is here to help you make sense of what you have been carrying. It invites you to slow down, name what has been happening, and begin separating your true self from the impact of what you have experienced. As you work through it, you will strengthen three important areas:

Your inner anchor — the part of you that remembers who you are beyond other people's assumptions. This means reconnecting with your strengths, your values, your story, and the qualities that were already in you long before this environment asked you to doubt them.

Your clarity — the ability to recognise patterns without automatically blaming yourself. Clarity helps you move from confusion to understanding, so you can notice when something felt harmful, unfair, or diminishing and trust that your reaction has meaning.

Your agency — the sense that you still have choices, even in a difficult situation. Agency does not mean you must confront everything at once. It means finding safe, grounded ways to respond, protect your dignity, and decide what support or next step feels right for you.

As you read, try to stay gentle with yourself. You are not being asked to prove your pain or explain away your experience. You are simply being invited to notice, understand, and honour what has been happening so you can begin to feel more steady, more seen, and more like yourself again.

2. Your Inner Anchor: Reclaiming Identity & Strength

A. Your Migration Story as Strength

Your migration story is not simply a backdrop to your life now — it is part of the evidence of who you are. To leave behind what is familiar, adapt to new systems, and keep going while carrying uncertainty takes courage that many people never have to call upon. If life or work has recently made you feel smaller, this is a moment to remember that your story already holds proof of strength, resourcefulness, and deep inner capacity.

Reflection prompts:

As you answer these questions, try not to focus only on achievements or survival on paper. Think about the emotional, practical, and personal strength it has taken to keep moving forward. What have you carried, learned, sacrificed, protected, or rebuilt along the way?

- What challenges did you face in leaving home, starting over, or building stability in a new place?
- What personal qualities helped you get through those moments — for example courage, faith, persistence, adaptability, discipline, or hope?
- What does your journey say about the kind of person you are, especially in times of uncertainty or pressure?
- What strengths from your past are you still carrying now, even if you have forgotten to name them?
- If someone truly understood your journey, what would you want them to recognise about your resilience?

You do not need to minimise your story to make other people comfortable. This reflection is a chance to witness yourself more fully — not just for what you have endured, but for the strength, dignity, and determination that helped you keep going.

Write your answers here:

B. Cultural Assets Inventory

Many people who have had to adapt to a new country or workplace are taught, directly or indirectly, to focus on fitting in. Over time, that can make it easy to

overlook the strengths your culture, upbringing, and lived experience have given you. This exercise is here to help you notice those qualities again — not as things that make you “different” in a lesser way, but as real assets that shape how you think, relate, solve problems, and keep going.

Your cultural assets might include multilingualism, adaptability, emotional intelligence, respect for community, persistence, faith, diplomacy, humility, resilience, or the ability to read situations carefully and respond with sensitivity. They may also include values you carry from home — such as responsibility, generosity, discipline, warmth, or deep care for others — that continue to guide you even in unfamiliar spaces.

As you write, try to think beyond what is praised most loudly in your workplace. Some of your strongest qualities may be quiet ones — the way you listen, the way you carry responsibility, the way you stay steady in uncertainty, or the way you bridge different worlds. These strengths matter, even if they have not always been recognised.

My cultural strengths:

1. _____
2. _____
3. _____
4. _____
5. _____

C. Reframing Your Sponsorship

When your right to stay and work is tied to sponsorship, it can create a heavy emotional pressure. You may feel that you have to prove yourself constantly, stay silent when something feels unfair, or tolerate more than others because the stakes feel so high. That pressure is real — and it can make sponsorship feel like a weakness. But sponsorship is not evidence that you are dependent in a lesser way. It is evidence that your skills, experience, and contribution were strong enough for an employer to invest time, money, and trust in bringing you into the organisation.

This reflection is here to help you shift the story you may have been carrying. Instead of seeing sponsorship only as risk, try to see it as recognition. Someone reviewed your background and believed that what you bring was worth supporting. That does not mean power imbalances disappear, but it does mean your place was not given to you by accident. You earned your opportunity, and your presence has value.

Complete the sentence:

- “My sponsorship shows that I am valued because...”

If this feels difficult, you might begin by naming the qualities, knowledge, or strengths that helped you reach this point — such as your expertise, dedication, adaptability, work ethic, or the perspective you bring. Let this be a reminder that your sponsorship is connected to your worth and contribution, not to your silence.

3. Lantern Work: Seeing Clearly Again

A. Spotting Covert Micro-Racism

Covert micro-racism can be hard to spot precisely because it is subtle. It often hides behind tone, omission, “humour,” or behaviour that can be explained away if you look at only one moment in isolation. That can leave you questioning yourself instead of trusting what you felt. Naming these patterns is not about being dramatic or searching for offence — it is about helping yourself see more clearly, so you stop carrying the burden of constant self-doubt on your own.

As you read through the list below, notice what happens in your body. You may feel recognition, sadness, anger, or relief that something finally has words. You do not need to justify every experience to yourself right now. Simply notice which patterns feel familiar and let that recognition be information.

Sometimes the hardest part is not only what happened, but how often you had to tell yourself it was nothing. This exercise gives you permission to stop minimising patterns that have affected your confidence, your sense of belonging, or the way you show up at work. Seeing them clearly is a step toward protecting your dignity and trusting your own reality again.

- ☐ Being talked over
- ☐ Being excluded from conversations
- ☐ Over-explaining your work to you
- ☐ “Jokes” about your accent or background
- ☐ Assumptions about your competence
- ☐ Being ignored until someone else repeats your idea
- ☐ Tone changes when you speak
- ☐ Being left out of informal networks

Which ones affect you the most? Why?

B. Reality Testing Exercise

When something upsetting happens repeatedly, especially in an environment where you already feel pressure to fit in or stay safe, it can become hard to trust your own interpretation. You may find yourself replaying the moment, searching for alternative explanations, or blaming yourself for how strongly it affected you. This exercise is here to gently help you sort through what happened so you can move from confusion toward clarity. It is not about proving that your experience was “bad enough.” It is about giving your thoughts and feelings a steadier place to land.

- What happened, as clearly and simply as you can describe it?
- What words, actions, tone, or omissions stood out to you in that moment?
- Has something similar happened before — with this person, this team, or in this environment?
- Who was present, and how did others respond, if at all?
- What was the impact on you emotionally, mentally, or physically?
- What part of you is tempted to minimise or explain it away — and why might that be?
- If this happened to someone else you cared about, how would you understand it?
- Would this likely have happened in the same way to someone from the majority group? Why or why not?

You may not get a perfect answer every time, and that is okay. The purpose of reality testing is not to force certainty, but to help you notice patterns, trust your observations more fully, and reduce the habit of turning every difficult experience back onto yourself.

Write your reflection:

4. Threshold Work: Rebuilding Your Voice

A. Boundary Statements You Can Use

Setting a boundary does not mean you are being difficult, dramatic, or confrontational. A boundary is simply a way of protecting your dignity, clarifying what is acceptable, and reminding yourself that your voice matters too. In situations where you have felt silenced, spoken over, or made uncomfortable, having a few steady phrases can help you respond without needing to explain everything in the moment.

- “I’d like to clarify what you meant by that.”
- “I want to make sure we’re speaking to each other respectfully.”
- “I prefer direct communication rather than assumptions.”
- “I’d like to finish my point before we move on.”
- “That comment doesn’t sit comfortably with me.”
- “Please don’t make assumptions about my background or intentions.”

You do not have to use the strongest statement first. The best boundary is the one that feels safe enough to say and true enough to support you. As you read these examples, notice which one feels most natural in your voice, and which one gives you a sense of steadiness rather than fear.

Which one feels safest for you to try first? Why?

B. Micro-Interventions Practice

Micro-interventions are small responses that help you protect your dignity in the moment without requiring a big confrontation. They can be especially useful when you want to signal that something was not okay, create a pause, or regain your footing while still considering your safety. These responses may look simple from the outside, but they can be powerful because they interrupt the pattern of silence and remind you that you are allowed to respond.

Here are some examples of micro-interventions you might use, depending on what feels safest and most natural in the moment:

- Pausing, taking a breath, and making calm eye contact before you respond
- Asking a clarifying question such as “What do you mean by that?” or “Can you say more about that comment?”
- Redirecting the conversation back to the point you were making
- Naming the behaviour neutrally, for example “I noticed I was interrupted” or “That assumption doesn’t feel accurate.”
- Choosing not to engage in the moment, then making a note of what happened so you can decide on your next step later

You do not need to respond perfectly for it to count. A useful micro-intervention is one that helps you stay grounded, protects your self-respect, and fits the reality of the situation you are in. As you choose one to practise, think about what feels possible in your workplace, in your body, and in your voice.

Write one micro-intervention you want to try:

5. Harbour Work: Safety, Support & Strategy

A. Mapping Your Allies

When confidence has been shaken, it is easy to feel as though you have to carry everything alone. But support does not only come from one perfect person. It can come from different people in different ways: someone who listens without dismissing you, someone who gives practical advice, someone who notices what is happening, or someone who reminds you of your strength when you are doubting yourself. Mapping your allies helps you see that support may already exist around you, even if it has felt hard to notice.

- People at work who treat you with respect and consistency
- Mentors or sponsors who can offer guidance, perspective, or advocacy
- Managers or senior colleagues who may be able to create protection, clarity, or practical support
- Affinity groups, employee networks, or community spaces where you feel understood
- Friends, family, or trusted people outside work who help you feel grounded and seen

As you write, think not only about who you like, but who genuinely helps you feel safer, steadier, or more able to be yourself. Some allies may offer emotional care, while others may offer practical help, information, or protection. You do not need many. Even one or two trustworthy connections can make a meaningful difference.

My allies:

B. Documenting Patterns

When difficult experiences are subtle or repeated, writing them down can help you hold on to your own reality. Documentation is not only for formal action. It can also be a way of building clarity, noticing patterns over time, and reducing the pressure to keep everything in your head. When self-doubt has been growing, a written record can remind you that what happened was real, that its impact mattered, and that you do not have to rely only on memory when you are already carrying so much.

If you choose to keep a log, try to focus on simple facts as well as impact. You do not need to write perfectly or capture everything. A few clear details can be enough to help you recognise patterns and decide what support or next step you may need.

- Date and time, if you remember it
- What happened, using clear and simple language

- Who was involved or present
- Any exact words, comments, or behaviours that stood out
- How it affected you emotionally, mentally, physically, or professionally
- Whether this felt like part of a wider pattern
- Any follow-up you took, want to take, or may need support with

Please go at your own pace with this. You are not required to document every moment, and you can stop if it starts to feel overwhelming. The goal is not to relive the experience in detail, but to create enough of a record that you can trust yourself more fully and make informed choices about what support, protection, or action feels right for you.

Start your log here:

6. Tides Work: Regulating Your Nervous System

Covert racism activates survival responses. These tools help you return to yourself.

A. Grounding Tools

When your nervous system has been activated by stress, exclusion, or repeated vigilance, it can be hard to think clearly, speak steadily, or feel like yourself.

Grounding tools are small practices that help bring you back into the present moment. They do not erase what happened, but they can help your body feel a little safer, your thoughts become less scattered, and your sense of self return more fully.

- **Slow exhale breathing** — breathe in gently, then make your exhale a little longer than your inhale to help your body settle.
- **Naming five things you can see** — let your eyes move around the room and name simple, ordinary objects to reconnect with the present.
- **Feeling your feet on the floor** — press your feet down gently and notice the support underneath you, reminding yourself that you are here and held.
- **Relaxing your jaw and shoulders** — soften the places where stress often gathers and allow your body to release a little tension.
- **Using a grounding phrase** — quietly say something simple to yourself, such as “I am here,” “I am safe enough in this moment,” or “I can take this one step at a time.”

You do not need every tool to work, and you do not need to do them perfectly. The most helpful grounding practice is often the one that feels simple enough to reach for when you are already overwhelmed. As you try these, notice which one helps you feel even a little more steady, present, or connected to yourself.

Which grounding tool helps you most?

7. Confidence Ritual: Weekly Wins

Confidence grows through repetition, not perfection.

A. Three Wins From This Week

When confidence has been shaken, it is easy to notice only what went wrong or what still feels hard. This practice helps you train your attention toward evidence of your strength, effort, and progress. A win does not need to be dramatic to matter. It can be a small moment that reminded you that you are still here, still trying, and still growing.

Your wins might include speaking up once when you usually stay quiet, taking a break when you needed one, asking for support, staying grounded in a difficult moment, or simply getting through the week with care and persistence. Let yourself count the quieter victories too. They are often the ones that rebuild confidence from the inside out.

1. _____
2. _____
3. _____

B. One Thing I'm Proud Of

When confidence has been shaken, pride can feel unfamiliar or even uncomfortable. You may have learned to downplay your strengths, move quickly past what you have done well, or focus only on what still needs to improve. This reflection is an invitation to pause and name one thing that deserves your own recognition.

What you feel proud of might be something visible, like completing a task or speaking up, or something quieter, like staying kind under pressure, protecting your energy, or keeping going when things felt heavy. Let yourself notice not only what you did, but what it says about who you are.

C. One Thing I Want to Try Next Week

Confidence often rebuilds through small experiments, not huge leaps. Choosing one thing to try next week is a way of turning reflection into gentle action. It might be a new boundary, a grounding practice, a different way of speaking to yourself, or one small step that helps you feel more present in your own life and work.

Try to choose something small enough to feel possible, but meaningful enough to remind you that change is already underway. You do not need to transform everything at once. One thoughtful step — taken with care and self-respect — can begin to shift how you see yourself and what you believe is possible for you.

8. Closing Reflection

You have reached the end of this workbook, and that matters. Even making space to reflect on your experiences is an act of courage. You may not feel completely different yet, and you do not need to. Growth often begins quietly — through greater clarity, a softer inner voice, a stronger sense of what you need, or a small return to yourself that was difficult to access before.

- What feels clearer to you now about what you have been experiencing and how it has affected you?
- What have you remembered, recognised, or reclaimed about yourself as you moved through these pages?
- What feels lighter, steadier, or more possible than it did before?
- What support, boundary, or practice do you want to carry with you from here?
- What would you like to say to yourself now, with more compassion, honesty, or trust?

Write your closing thoughts:

Conclusion

Thank you for allowing me to walk alongside you through this journey. It has been a privilege to create space for your reflection, your courage, and your return to yourself. Choosing to engage with these pages — especially when life has asked so much of you — is no small thing. It speaks to your strength, your honesty, and your willingness to honour your own experience with care.

Wherever you go from here, I hope you carry with you the reminder that your voice matters, your story matters, and your presence matters. Thank you for trusting this process and for showing up for yourself with such bravery. May you continue forward with greater self-trust, steadiness, and the quiet confidence that comes from knowing you do not need to become someone else to be worthy — you already are.