



dcm THE
LEARNING
EXPERTS

 **Member
Events**

Let's talk about..imposter syndrome

Friendly Reminders

While waiting for others to join us...

- ✓ Please have microphones on mute
- ✓ Q & A at end of webinar
- ✓ Recording available afterwards

About Me



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DCM Learning Trainer

What do Sheryl Sandberg former COO Meta, Founder LeanIn
Meryl Streep, Charlize Theron Academy award winning actresses
Gabriel Garcia Marquez, author, Nobel prize winner
have in common?

Very successful in their fields

All felt like a fraud –

feel they don't have the skills or abilities that other people think they have.



Yet even Sir Paul McCartney said he feels like a fraud!

You never think you're good.

I really ought to think I'm fantastic because I have this pile of achievements ... but I'm still going, "Oh, can I do it ... ?"

There's a line in a song on my latest album, "Everybody else busy doing better than me."

I still think that way. I really do think that. I have to argue with myself and think, "That's probably not true."



Mike Meyers

Keeps waiting for the no talent police to show up!



What is Imposter Syndrome?



Imposter Syndrome?

A phenomenon also called 'Perceived fraudulence', involves feelings of self doubt and personal incompetence that persist despite evidence of education, experience and accomplishments.

It is a form of self doubt in which one is unable to accept their success and credit luck instead of skill for their accomplishments.

It represents a conflict between your self perception and how others perceive you.

All genders equally affected. Evidence suggests it reduces with age.

It is not a medical diagnosis but a valid psychological phenomenon

First documented in high achieving women in the 1970's by Pauline Rose Clance and Suzanne Imes



Impact

Avoid people/situations – missed opportunities –

fear of success (achievemephobia) – diminished self esteem

Stifles growth

Success could mean alienation, judgement,

increased public attention

Quitting before you finish, for fear of failure (atychiphobia)

Procrastination

Self destructive habits

Work harder to prove worth – increased pressure

– can negatively impact wellbeing

The harder you work, you put your achievements down to the hours worked leading to burn out

Minor mistakes can reinforce your imposter thought cycle

Can all fuel feelings of overwhelm callusing anxiety and depression





Where Does Imposter Syndrome Show Up?

Everywhere!

In work

In sport

In relationships

In parenting

New beginnings

Transitions

Widespread across gender and profession



What Are The Signs?

New Job

I'm not who they think I am, I don't belong here

If I ask questions they will think I'm incompetent

Promotion – They'll find out I'm not good enough

Achievement – I got lucky. I had lots of help

Male/Female dominant workplace – I don't belong here.

Nobody will take me seriously

Being different to those around you –

younger employee in team/differently abled/

gender identity/race etc.

I don't fit in or deserve to be here



Sport

Just because I play well at the club doesn't mean I can in a big game.

I just got lucky. The team carried me.

Relationships

He/she/they will soon see the real me.

Transition

University – first in family to go to university, I don't deserve this,

I don't fit in here. I only got here because of my minority status.

I'm a professional why am I finding retirement/being a new parent so hard.

I'm a failure.

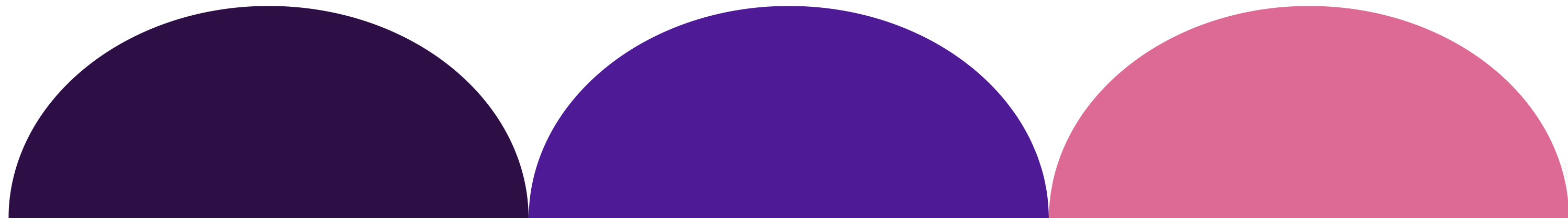


It Shows Up As A Persistent Critical Internal Dialogue

I'm in over my head – feelings of anxiety, panicked, over prepared

I could get hurt – feelings of fear – impact decision making

I'm such a loser – feeling of sadness, helpless and overwhelmed



I'm not smart enough

I'm not good enough/unworthy

I don't belong there

I don't have what it takes

I can't do that

Men/Women don't take me seriously

My identity holds me back

I need to know everything before I start

I have to prove myself

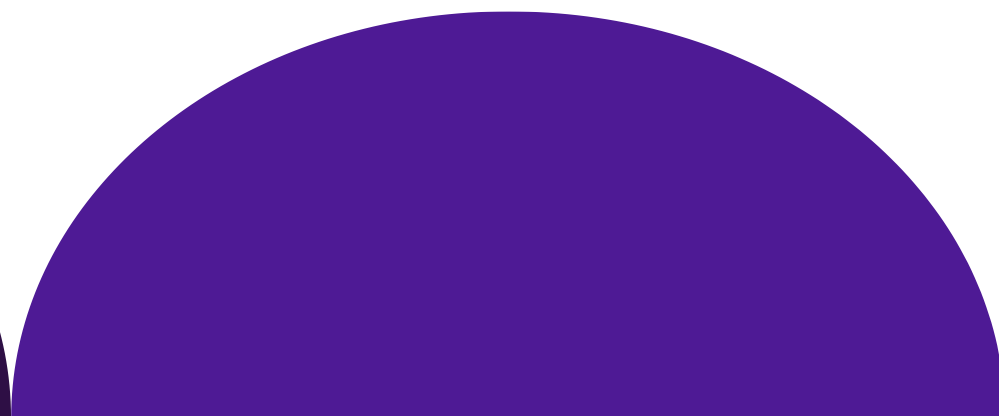
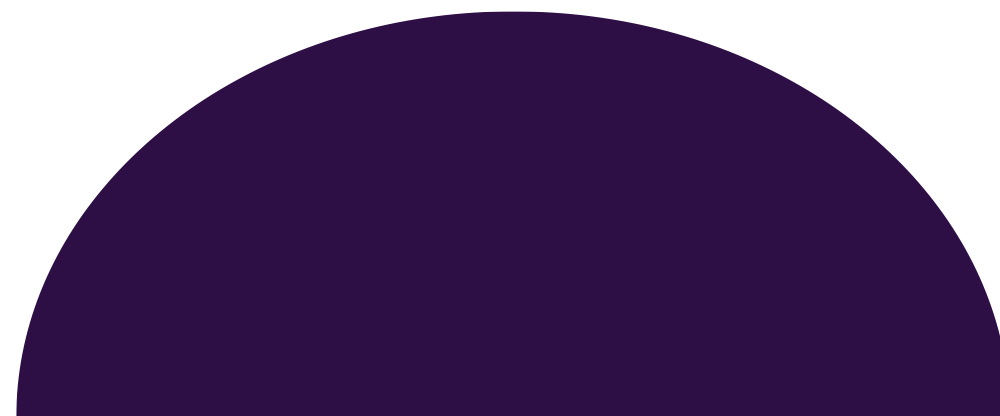
I'll let myself down, fear of failure (atychiphobia)

Why would anyone listen to me?

Everyone here knows more than me

I'm just good at pretending,

It Shows Up As A Persistent Critical Internal Dialogue




Have you ever
experienced this?

70% of professionals experience Imposter Syndrome
at some point in their lives.


Forbes

75% of female executives surveyed reported feeling
imposer syndrome at some point in their careers

KPMG Research Study



5 Main Types Of Imposter Syndrome

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1. The Perfectionist
 2. The Natural Genius
 3. The Soloist
 4. The Expert
 5. The Superhero

The Perfectionist

Feels shame if any task isn't completed perfectly.
Likes to be in control

Perfectionism inhibits success
Sometimes good is good enough
Not everything requires maximum effort

The Natural Genius

Feels like a failure if they are not immediately an expert in a new area

Develop growth mindset



The Soloist

Feels shame if they need to ask for help, see it as a sign of weakness.

They should be able to handle everything solo

Recognise support as an ally and note the benefits

The Expert

Feels like a failure for minor lack of knowledge.
Need to learn everything there is to know before you consider your work a success

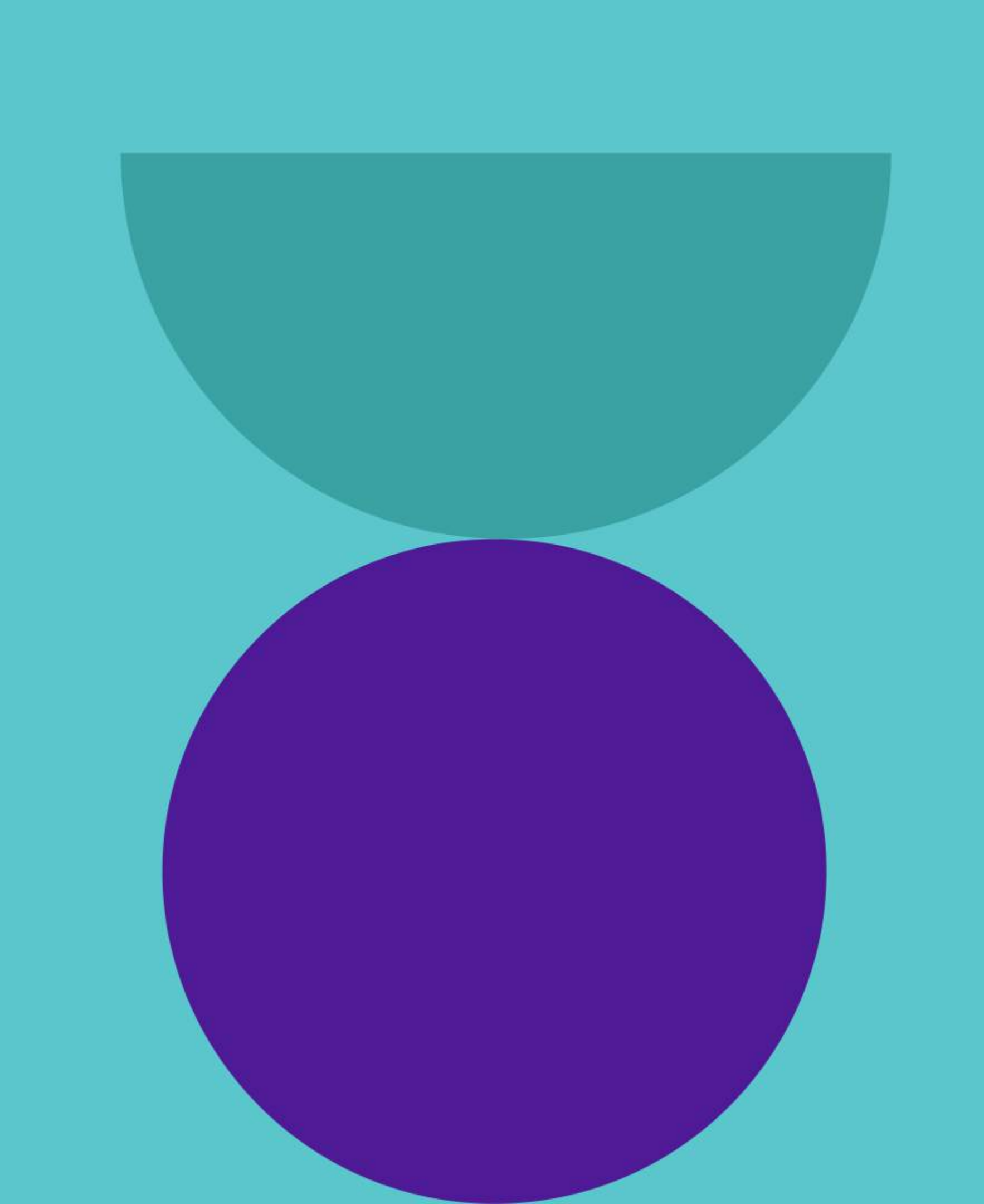
Reflect on time and energy focus and output

The Superhero

Feels shame/inadequate if they fall short in any of the multiple roles they juggle.
Push themselves to the limit and feel they should be able to do more

Get clear on priorities, keep top 5, delegate, schedule or delete remainder





What Causes Imposter Syndrome?

Parenting and childhood environment

Pressure at school – praise effort not outcome

Comparison to siblings

Controlling/overprotective

Emphasized your talents/intelligence

Sharply criticized mistakes

Academic success in childhood

Learned easily, excelled, college proves challenging

Personality traits – perfectionism, neuroticism, self efficacy

Perfectionist tendencies

Mental health symptoms

Fear of failure


New responsibilities

Competitive environments

Lack support, validation, acknowledgement

Marginalised individuals





How To Overcome Imposter Syndrome

Be brave – put self doubt aside and go for it! Stretch your comfort zone

Feelings are temporary and are not facts –

just because you feel strongly about something doesn't mean it's true.

Label them

Acknowledge feelings by speaking to others

and gaining their objective view

Work on your positive-growth mindset

Avoid comparison to others – everyone has different strengths, abilities

Talk to confidant, professional

Practice self compassion

Success does not mean perfection

Build self worth rather than self esteem

When you receive a compliment simply say 'Thank you'.



Become aware of triggers, identify resulting behaviours – challenge and counteract them

Challenge your perception of perfection

Success does not mean perfection

Challenge yourself to try new things

Forget 'fake it till you make it' and be open about your fears

Visualise success, What if

Adopt empowering body language

Learn stress management techniques

Support your wellbeing

Journal your thoughts/feelings



1. Create Your Success Playlist

Evidence of what you have achieved – qualifications, awards, feedback

2. Tame Your Inner Critic

Investigate, label and challenge your thoughts.

Ask – Is it true?

Where does that belief come from?

Is it helpful?

Reframe it using empowering, evidence based facts

Use positive language (present tense I am...)

3. Name It To Tame It

Give that nagging voice a name –

thank it for trying to keep you safe

Ask it to come along for the ride!

4. Catalogue & Develop Your Strengths/Skills

5. Stretch your comfort zone



Organisations, You Can Help Too!

Cultivate an inclusive & supportive work environment

Validate, acknowledge & recognize efforts

Ongoing support

Provide regular constructive feedback

Promote a growth mindset

Initiate mentoring & coaching





Resources

Websites

[www.16 Personalities.com](http://www.16Personalities.com)

The Clance Imposter Phenomenon Scale

Harvey Imposter Scale

Podcasts

Imposter syndrome and self doubt Dr. Jessamy Hibberd

The imposter syndrome – Dr. Valerie Young

Imposter syndrome – Afua Hirsch



Resources

Books

Mindset – Carol Dweck

Overcoming the fear that haunts your success– Dr. Pauline Rose Clance

The Secret Thoughts Of Successful Women – Dr. Valerie Young

Women, work and the will to lead – Sheryl Sandberg

Bringing your boldest self to your biggest challenges – Amy Cuddy

The new mood therapy – Dr. David Burns

The gifts of imperfection – Dr. Brene Brown

Shipping creative work – Seth Godin

Educated – Tara Westover

The imposter cure – Dr. Jessamy Hibberd

The trigger to imposter syndrome in itself is often an indicator of growth, expanding into new territory.



Let's diminish the power of the imagined imposter
and free yourself from reinforcing self-sabotaging cycles
to a new more empowering and energising cycle
of self-belief excitement and opportunity!



Thank you for joining us today!

I hope you have benefitted from and enjoyed
our webinar.