

NO, YOU ARE NOT AN IMPOSTER

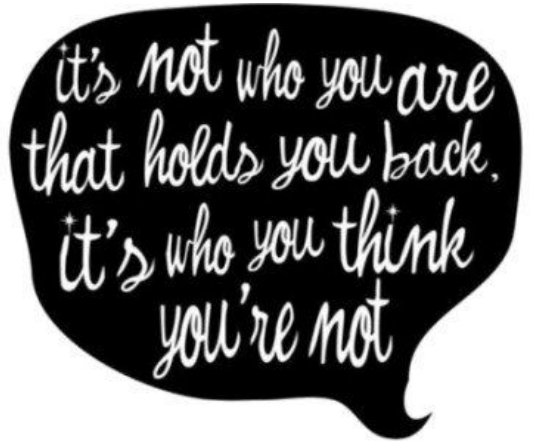
How Imposter Syndrome can get
in your way

OUTLINE

- Definition and origin of Imposter Syndrome
- Behaviors associated with Imposter Syndrome
- Activities and discussion
- Suggestions to address
- Q & A

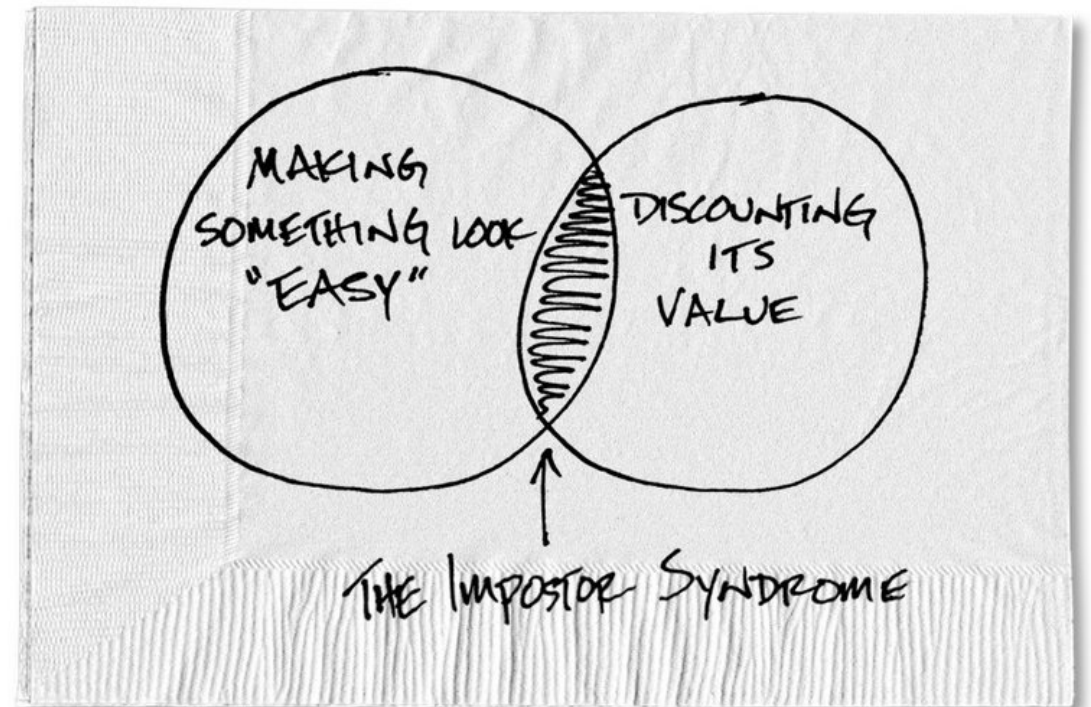
DEFINITION

- **Imposter Syndrome** is defined by feeling like an imposter when you are not
- It occurs when successful and highly capable professionals feel they do not deserve their accomplishments or that they have faked their way to success
- It is common in very successful people: physicians, professors, and leaders at the top of their industry
- It affects both women and men, though women can be more inclined to talk about it



ORIGIN

- 1978: Psychologists Pauline Chance and Suzanne Imes
- Unable to internalize their accomplishments, attribute their success instead to luck, timing or some external factor beyond their control
- They believe that they have tricked others into thinking they are bright and that it is only a matter of time before someone finds out
- **70 to 75% of people** struggle with Imposter Syndrome at some point in their career



DISCUSSION



- How could this be an issue for a person engaging in a job search or finding their way down their career path?
- How would you describe how it plays out in yourself or others?

IS THIS YOU?

- Have you been accused of being a **micromanager**?
- Do you have great difficulty in delegating?
- When you miss the high mark on something, do you accuse yourself of “not being cut out” for your job and ruminate on it?
- Do you feel like your work must be 100% perfect, 100% of the time?
- Success is rarely satisfying because you feel you “could have done it better”



IS THIS YOU?

- Do you stay later at the office past the point that you've completed the day's necessary work?
- Do you get stressed when you're not working and find downtime wasteful?
- Have you let your hobbies and passions fall by the wayside?
- Do you feel like you haven't truly earned your title, so you work harder and longer to prove your worth?



IS THIS YOU?

- Are you used to excelling without much effort?
- Do you have a track record of getting “straight A’s” ?
- Do you dislike the idea of having a mentor because you can handle things on your own?
- When you’re faced with a setback, does your confidence tumble?
- Do you often avoid challenges because it’s so uncomfortable to try something you’re not great at?



IS THIS YOU?

- Do you feel like somehow you tricked your employer into hiring you?
- Do you fear being exposed as “inexperienced” or unknowledgeable?



- Do you shy away from applying to job postings unless you meet every single requirement?
- Are you constantly seeking out trainings or certifications because you think you need to improve your skills in order to succeed?
- Even if you’ve been in your role for some time, can you relate to feeling like you still don’t know “enough”?

HOW DOES IMPOSTER SYNDROME AFFECT YOU AND YOUR STAFF?

- Get together in a small group and come up with a list of possible impacts of imposter syndrome
- Now report out to larger group potential impacts



HOW IMPOSTER SYNDROME AFFECTS YOUR STAFF

If you...

- Micromanage
- Make decisions slowly
- Need to be perfect
- Worry excessively
- Exhibit Workaholism

The result

- Staff feel untrusted, incapable and unhappy
- Staff feel demotivated
- Staff may feel nothing they do is good enough
- Staff may lose confidence because of your lack of confidence
- Staff may be frustrated feeling you expect them to work similar hours

“It is hard to know why we work harder than we have to just to feel okay about ourselves. The truth is that **less really is more**. The less you pressure yourself to be perfect, the more you are able to give of yourself in a way that really does make a difference.”

EXERCISE:

- If you came in and your imposter syndrome had improved, what would that look like?
- What solutions helped to address the Imposter Syndrome symptoms?



THINGS THAT HELP

- Challenge your limiting beliefs
- Focus on Facts
- Get clear on your strengths
- Talk about it



CHALLENGE YOUR LIMITING BELIEFS

Go on a fact hunt- Using Cognitive Behavioral Therapy exercise

Reassess your beliefs: Many times our own limiting beliefs are reeking havoc on our mindset and become a barrier. Sometimes even a self fulfilling prophecy.

Take a hard look at your language and update it-update your language with more confident and assertive phrases

FOCUS ON FACTS

- Do you own your successes?
- Remind yourself of your accomplishments
- **Create a success inventory:** List all of your achievements over the past ten years with emphasis on the last three years

*think
positive*

GET CLEAR ON YOUR STRENGTHS

Name 3 to 5 things you do well:

- Are there any common factors or skill sets?
- How do your strengths help you do your day to day work?
- Come up with three ideas to counteract your internal critic

TALK ABOUT IT

- With trusted friends and colleagues
- Branch out and talk to peers
- If all that feels too risky, talk to your EAP who can provide a confidential, neutral, and be an unbiased sounding board



STRATEGIES

- Learn to take mistakes in stride
- Push yourself to act before you're ready
- Force yourself to start the project
- Own and celebrate achievements is essential
- Start training yourself to veer away from external validation



STRATEGIES

- To move past this, view yourself as a **work in progress**
- Identify specific behaviors that you can improve over time
- Don't beat yourself up when you don't reach impossibly high standards
- Don't swear off something by saying “**you're just not good at it**”



TAKE-AWAYS

AUTHENTICITY: The opportunity to be genuine and real frees you up to be more focused on others and less focused on you

CONSISTENCY: Who she/he is and how she/he is doesn't vary across extremes or circumstances

ALIGNMENT: Between words and actions.

Walk the talk. Authentic leadership.

au·then·ti·ci·ty

noun, def:

1. Transparency.
2. Alignment to what is.
3. Matching outer expression + inner experience.

THINGS TO REMEMBER

- Challenge your limiting beliefs
- Focus on Facts
- Get clear on your strengths
- Talk about it

RESOURCES

- *Beating the Impostor Syndrome* by Portia Mount and Susan Tardanico
- *The Impostor Syndrome- Becoming an Authentic Leader* by Harold Hillman
- *Presence* by Amy Cuddy
- *Trust, Self Compassion and Heartfelt Apologies* by Brene Brown

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