

IMPOSTER SYNDROME



Imposter Syndrome

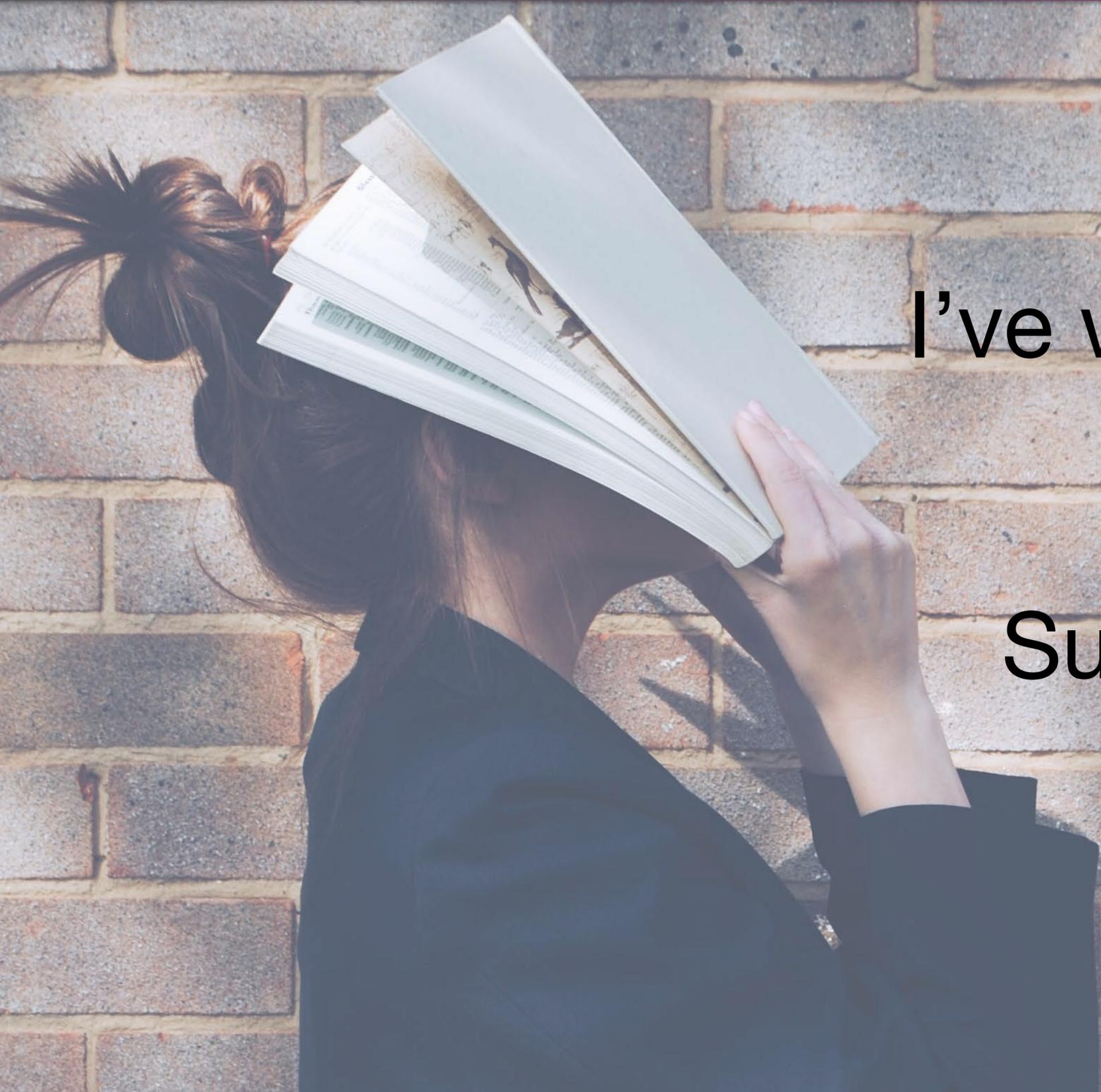
The idea that you've only succeeded due to luck, chance or overwork and not because of your talent or qualifications.

Imposter Syndrome

Anyone who isn't able to internalise
and 'own' their successes.

~ Audrey Ervin

The Language Of Imposter Syndrome

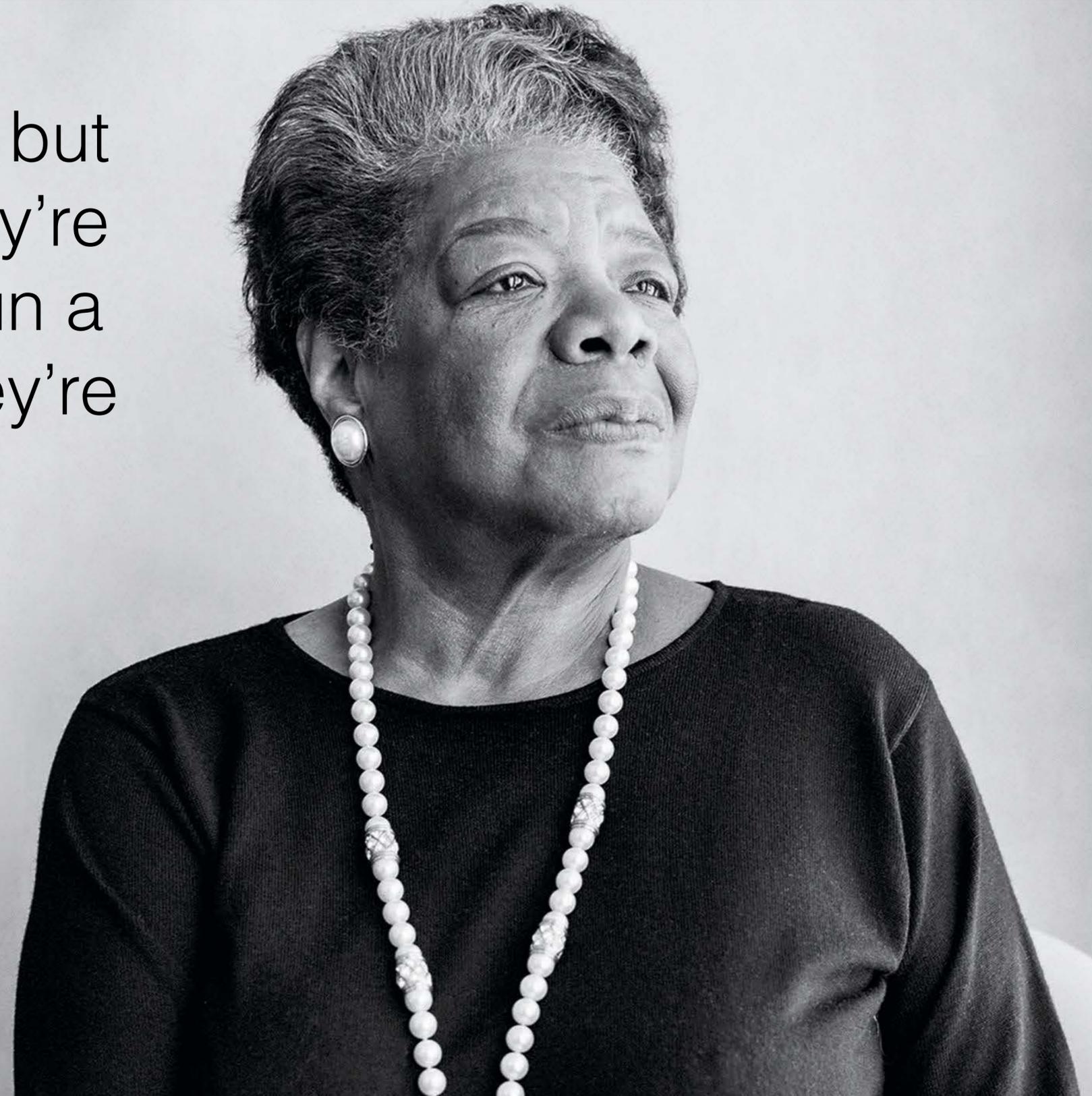


It was just luck
I've worked at this forever
I feel like a fake
Success is no big deal
I mustn't fail
But I had help

Imposter Syndrome

I have written eleven books, but each time I think, 'uh oh, they're going to find out now. I've run a game on everybody, and they're going to find me out.'

~ Maya Angelou



Imposter Syndrome



When I won the oscar, I thought it was a fluke. I thought everybody would find out, and they'd take it back: 'Excuse me, we meant to give that to someone else. That was going to Meryl Streep.'

~ Jodie Foster

Imposter Syndrome



Even though I had sold
70 million albums,
there was a feeling like,
'I'm no good at this.'

~ Jennifer Lopez

Imposter Syndrome Patterns

Perfectionism

Experts

Natural Genius

Soloist

Superman/woman

The Perfectionism Pattern

The setting of extremely high standards.

The sense that reaching 99% of targets is not enough.

The idea that a small mistake is unforgivable.

The relentless pursuit of ever decreasing degrees of 'right'.

The inability (unwillingness) to accept that near enough could be good enough.

The unceasing criticism of self for 'inferior' performance.

The conviction that they 'are' their results.



The Expert Pattern

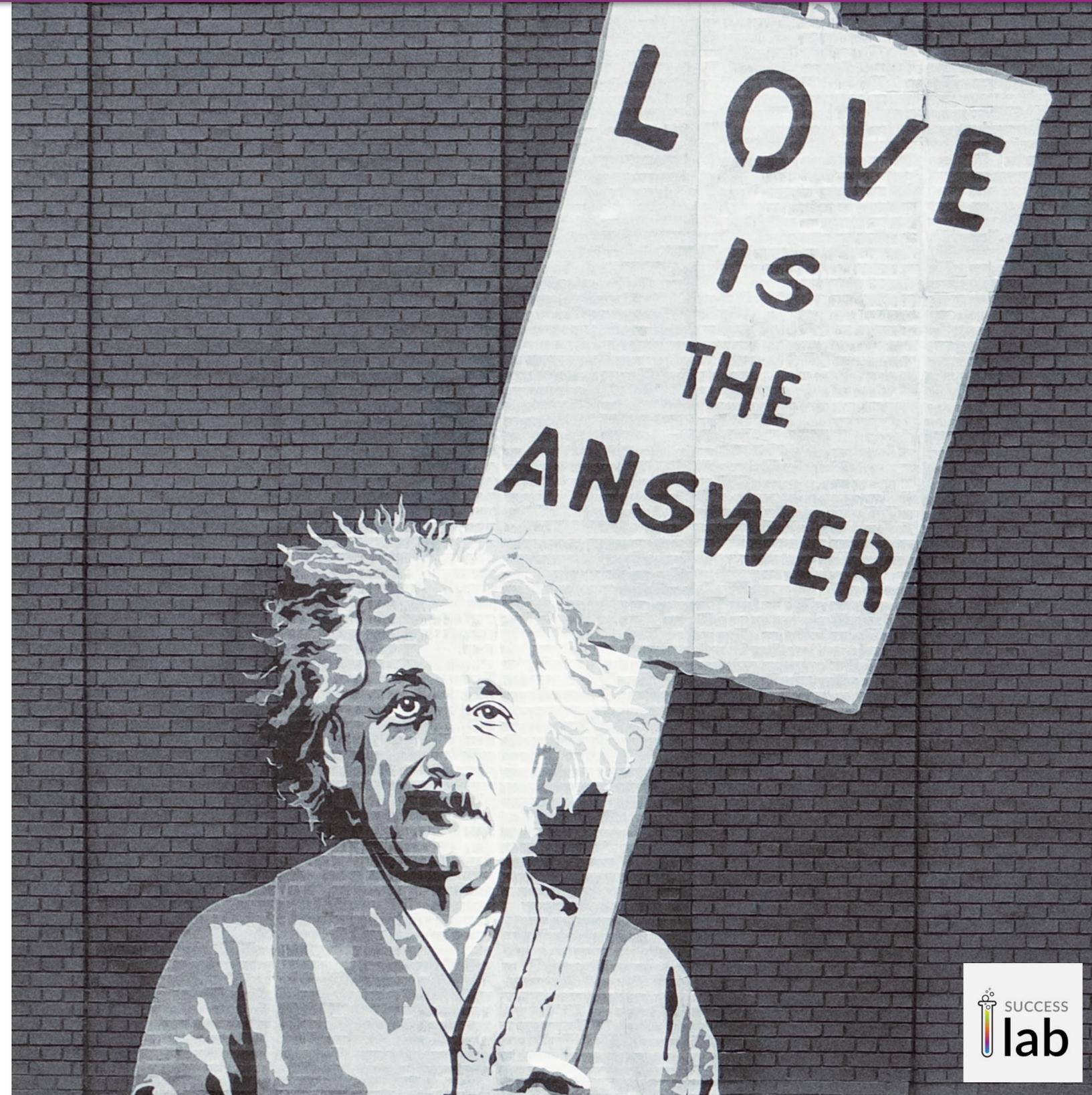
‘Experts’ feel the need to know every piece of information before they start a project and constantly look for new certifications or trainings to improve their skills. They won’t apply for a job if they don’t meet all the criteria in the posting, and they might be hesitant to ask a question in class or speak up at a meeting at work because they’re afraid of looking stupid if they don’t already know the answer.



The Natural Genius Pattern

When the 'natural genius' has to struggle or work hard to accomplish something, he or she thinks this means they aren't good enough.

They are used to skills coming easily, and when they have to put in effort, their brain tells them that's proof they're an impostor.



The Soloist Pattern



“Soloists” feel they have to accomplish tasks on their own, and if they need to ask for help, they think that means they are a failure or a fraud.

The Superman/woman Pattern



‘Supermen’ or ‘superwomen’ push themselves to work harder than those around them to prove that they’re not impostors.

They feel the need to succeed in all aspects of life - at work, as parents, as partners - and may feel stressed when they are not accomplishing something.

Why Do We Experience Imposter Syndrome?

Why Do We Experience Imposter Syndrome?

Criticism

Discrimination

Poor
Self

Anxiety

Fear

Esteem

Environment

Fantasies

Comparisons

Neuroticism

Memories

Externalisation

Unrealistic
Expectations

Poor
performance

Family

Why Do We Experience Imposter Syndrome?

This is a low level question - it will create a low level answer (solution) if any.

How To Recover From Imposter Syndrome



(High Level Question)

Strategy #1: Acknowledgement

Simply observing the thought as opposed to engaging with it.

We need to let go and more critically question those thoughts:

Does that thought help or hinder me?

Strategy #2: Reframing

The only difference between someone who experiences impostor syndrome and someone who does not is how they respond to challenges.

People who don't feel like impostors are no more intelligent or competent or capable.

This means we just have to learn to think like non-impostors.

Strategy #3: Feedback

Learn to:

1. Seek and value constructive criticism.
2. Understand you're a work in progress.
3. Remember to practice a skill.

Strategy #4: Share

Share what you're feeling with trusted friends or mentors.

People who have more experience can reassure you that what you're feeling is normal, and knowing others have been in your position can make it seem less scary.

Strategy #4: Share

“AS A SHAME RESEARCHER, I KNOW THAT THE
VERY BEST THING TO DO IN THE MIDST OF
A SHAME ATTACK IS TOTALLY
COUNTERINTUITIVE: PRACTICE
COURAGE AND REACH OUT!”



—BRENÉ BROWN

Strategy #5: Be Kind

Remind yourself that you are entitled to make mistakes.

Extend forgiveness towards yourself.

Reward yourself when you succeed.

Strategy #6: Seek Support

Everyone needs help at some point.

Recognise that seeking assistance is smarter than not asking for help/guidance.

Seek out a mentor or someone you can talk freely with.

Get a reality check from time to time.

Strategy #7: Visualise

You have to see it in your mind first!

Imagine what lack of self doubt would be like.

Can you name or describe that feeling?

Does it matter anyway?

Strategy #8: Think!

You can't 'share' your way out.

Practice thinking like a non imposter.

Understand you can't be brilliant all the time.

Come to terms with that.

BEWARE:

Your feelings will be the last thing to change.

If you want to stop feeling like an imposter
you'll have to STOP thinking like one.

Over time you will begin to
believe the new thoughts.

BEWARE:

When you do you will stop trying too
overcome Imposter Syndrome and just use
reframing to talk yourself down faster...

**...this way you won't have an imposter
life you have an imposter moment.**

How To Mentor Someone With Imposter Syndrome



How To Mentor Someone With Imposter Syndrome

1. Be kind

2. Normalise their feelings

3. Progress slowly

4. Challenge their reality

5. Share your own story

6. Practice non judgement

7. Be gentle

You Didn't Come This Far
To Only Come This Far

The Real Problem

We don't like feeling uncomfortable.

We want ugly feelings to go away.

This desire increases and becomes a

COMPULSION.

This is what keeps us stuck.

The Real Problem

Instead we need to:

1. Enter **into** the ugly feeling,
2. Seek to understand it,
3. Learn about ourselves from it,
4. Allow the feeling to exist without...

...letting the feeling get personalised.

Therefore 

If You Want To Crack The Code...

You won't ask what you can do **about** Imposter syndrome.

You'll ask what you can do **with** Imposter Syndrome.

Assignments

1	Identify the segments of your life in which you feel like an Imposter.
2	Select no more than 3 strategies you can use to turn them around.
3	What is it in your thinking that you have to change?