



Imposter Syndrome



**The What, Who
and How?**

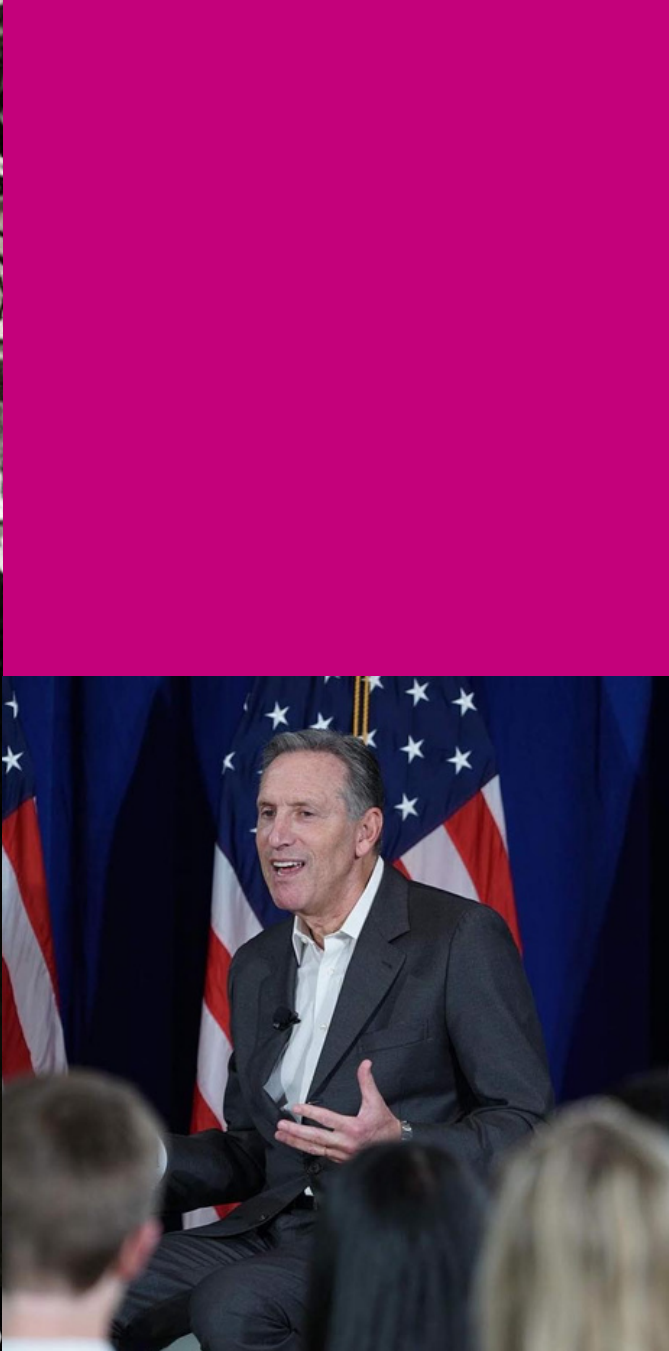
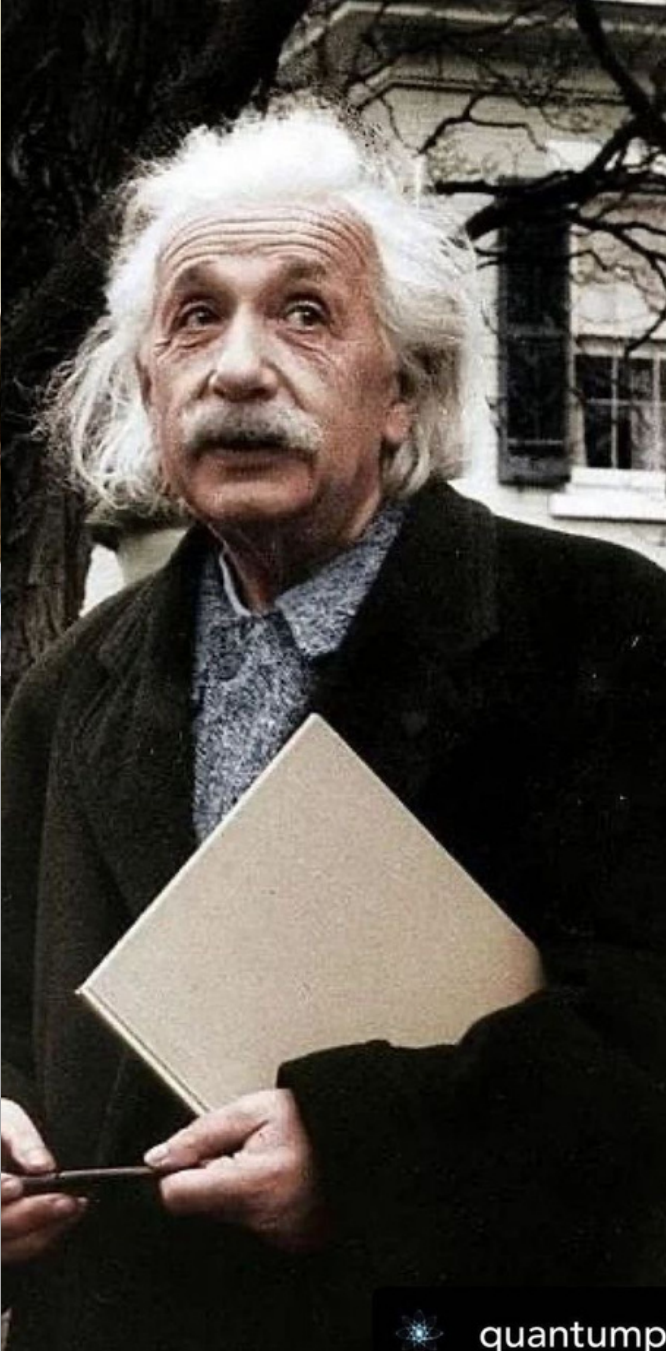


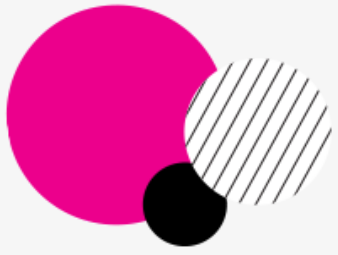
**Using it to
Discover
Passion &
Purpose**

Who has it?

70%

of the population at least once in their lifetime





Is anyone ever 100% qualified for anything.....HELL NO. I'm certainly not...How to go from total impostor to 99% confident (or, let's be realistic, even 50%)? Homework. I hate it... Preparation breeds confidence.

Sophia Amoruso

Nerves are part of the process for me - they drive me to learn, to prepare to listen.....Self doubt is the thing that drives you to try to impress yourself.

Helen Mirren

I still have a little imposter syndrome... It doesn't go away, that feeling that you shouldn't take me too seriously. What do I know? I share that with you because we all have doubts in our abilities, about our power and what that power is.

Michelle Obama

The exaggerated esteem in which my lifework is held makes me feel very ill at ease. I feel compelled to think of myself as an involuntary swindler.

Albert Einstein

I don't know whether other authors feel it, but I think quite a lot do - that I'm pretending to be something that I'm not, because even nowadays, I do not quite feel as though I am an author.

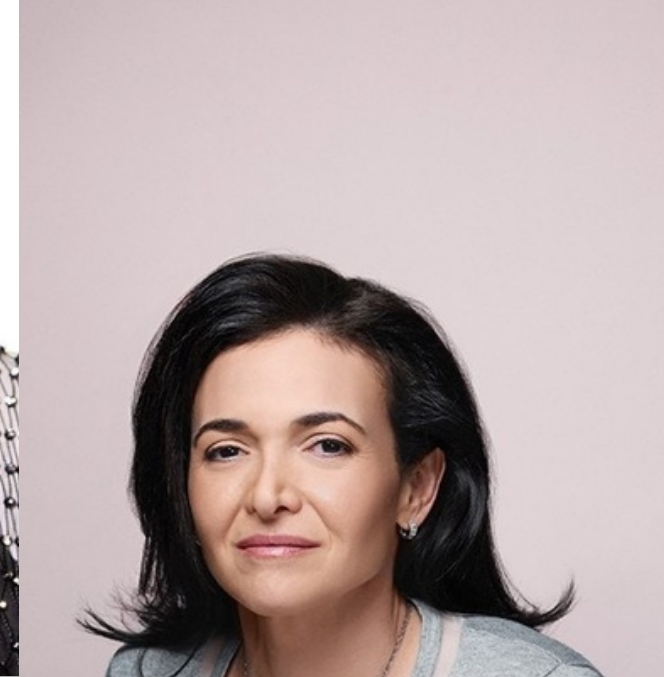
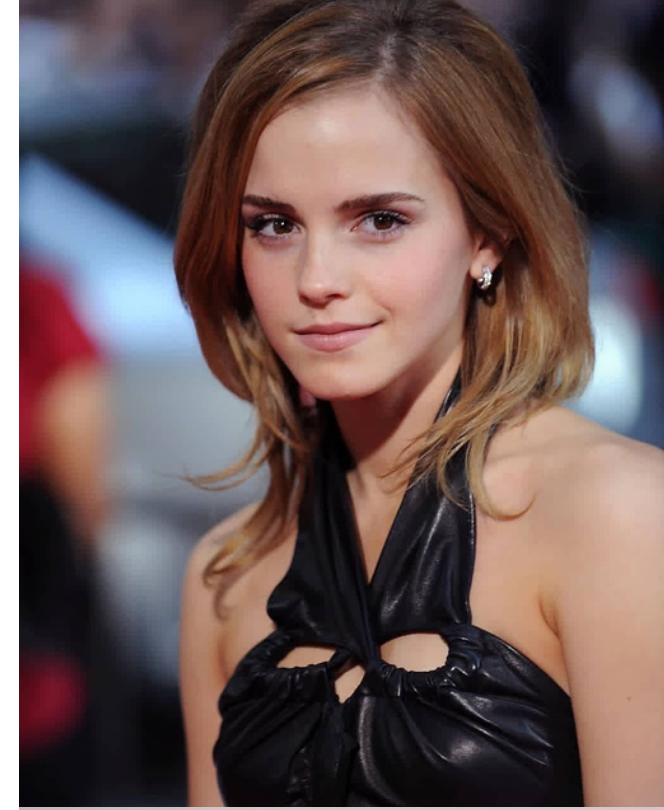
Agatha Christie

Very few people, whether you've been in that job before or not, get into the seat and believe today that they are now qualified to be the CEO. They're not going to tell you that but it's true.

Howard Shultz



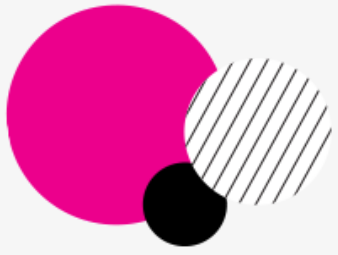
Who has it?



All sexes

Although women tend to experience it more intensely and be more limited by it.





I still sometimes feel like a loser kid in high school and I just have to pick myself up and tell myself that I'm a superstar every morning so that I can get through this day and be for my fans what they need for me to be.

Lady Gaga

Any moment, someone's going to find out I'm a total fraud, and that I don't deserve any of what I've achieved. I can't possibly live up to what everyone thinks I am and what everyone's expectations of me are.

Emma Watson

I'm not a classic impostor-syndrome person because I have that initial insecurity but I'm capable of stepping outside of it and proving to myself it's wrong.

Sofia Sofamayor

Every time I was called on in class, I was sure that I was about to embarrass myself... And every time I didn't embarrass myself – or even excelled – I believed that I had fooled everyone yet again.

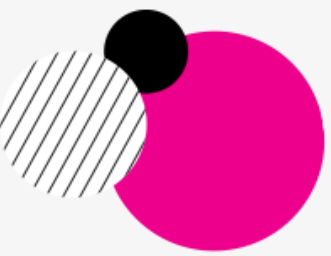
Sheryl Sandberg

I had enormous self-image problems and very low self-esteem, which I hid behind obsessive writing and performing. ...I really felt so utterly inadequate.

David Bowie

No matter what we've done, there comes a point where you think, 'How did I get here? When are they going to discover that I am, in fact, a fraud and take everything away from me.'

Tom Hanks



TED

Inability to realistically assess your skills and achievements

Overrating other people's abilities compared to your own

How Imposter Syndrome shows up in your life

Nagging thoughts of self doubt.

Worry & fear of discovery

Being driven to over-achieve

Self - Sabotage

Downplaying your success

Not wanting to take credit





RECOGNISE
YOURSELF?





Look to the Future

Understand the environment you're working in. What can help you achieve your goals and what outside of any area for self-improvement might get in the way of your success?



SWOT Yourself

Stocktake Your Strengths

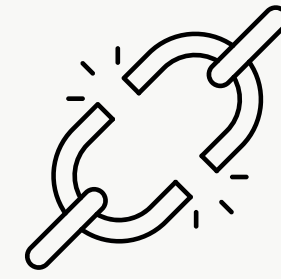
You are not an imposter!

Do a stocktake of your strengths and weaknesses



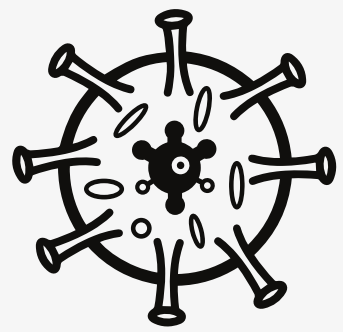
Strengths

- Degrees, qualifications & training
- Career and life achievements
- Personal traits others point out
- What you think you're naturally good at
- What you've worked to improve on
- What comes easily to you.



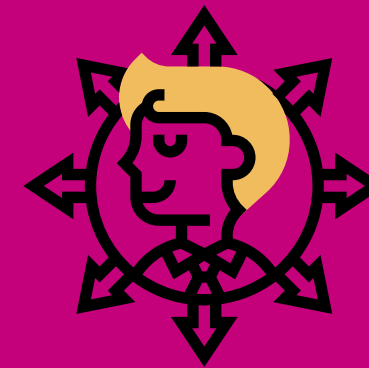
Weaknesses

- What skills hard or soft could you improve?
- What tasks are you uncomfortable doing?
- What are your bad habits?
- When you feel like an imposter, what qualities do you think you lack?
- Past failures - what can you learn from them?



Threats

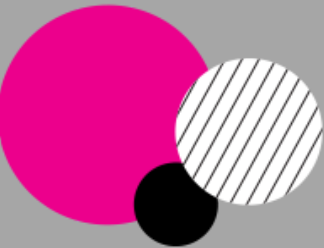
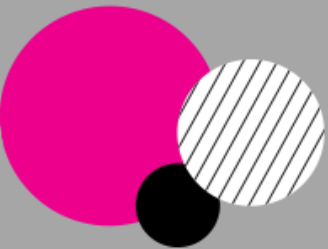
- Market changes
- Demand for your skills
- Competitive threats



Opportunities

- Training and certifications
- New technology to simplify life/work
- Communities/support groups/networking
- What do you love or are you great at that you're not doing?

Strategies for Overcoming Imposter Syndrome

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1. Open conversation - Normalise it
 2. Make a list of your proudest achievements
 3. Make a list of the times you proved someone wrong
 4. Set achievable goals
 5. Practice asking for help & delegating
 6. Set yourself a timeout period each week
 7. Get a mentor
 8. Try using the 3 questionnaire – unique, what am I good at, at my best
 9. Use it to your benefit – Ted Talk
 10. Complete the Clifton StrengthsFinder online survey
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Look for the opportunities to pursue your passion and purpose.

