

Concrete Confidence

Unveiling Strategies to Conquer Imposter Syndrome



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How many of have heard of
Imposter Syndrome?

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What is Imposter Syndrome?


The belief that if people really knew the real you, they wouldn't see you as qualified for the work you do.

Where does Imposter Syndrome come from?


Imposter Syndrome is all about confidence.

- Gender Roles
- Societal Norms
- Trauma
- Past Failures

A Quiz

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Partner Share

- Which of the questions on the list most resonated with you?
 - Can you think of a specific experience that question triggered?
- 

YOU'RE NOT ALONE!



of successful people reported experiencing impostor feelings at some point in their life.

(Gail Matthews)



of executive women say they've experienced impostor syndrome.

(KPMG, 2020)



of CEOs feel out of their depth in their role.

(Dropbox & School of Life Study, 2017)



of entrepreneurs and small business owners report experiencing impostor syndrome.

(Kajabi, 2020)

COSTS OF IMPOSTOR SYNDROME

EMPLOYEES WHO EXPERIENCE IMPOSTOR SYNDROME ARE MORE LIKELY TO:



- Hold back from sharing ideas, asking questions
- Not step up for more challenging opportunities or assignments
- Be overlooked for promotions
- Over-personalize constructive feedback
- Procrastinate on important projects and tasks
- Job hop or otherwise sabotage their success
- Over work and over prepare
- Experience unnecessary psychological stress and fatigue

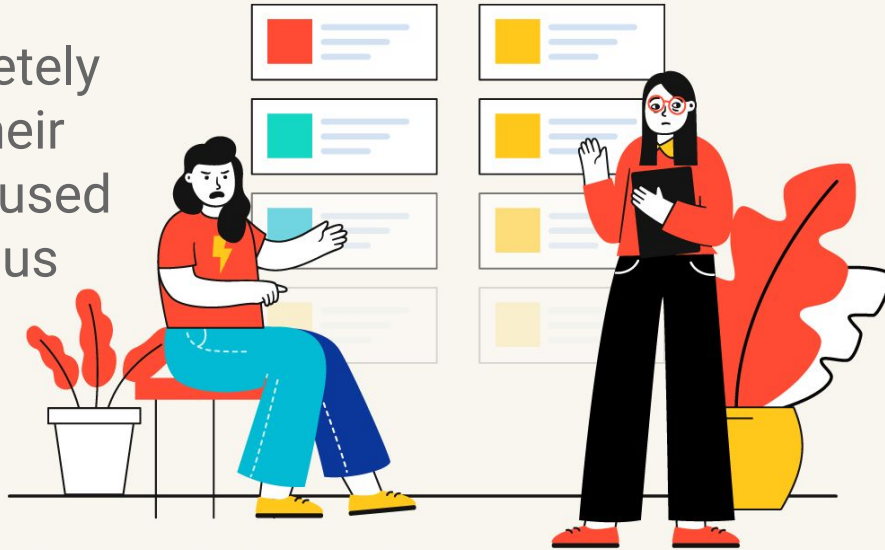
ORGANIZATIONAL COSTS:



- Fewer ideas and solutions, lost opportunities, reduced talent pool
- Procrastination leads to needless stress, wasted time, and avoidable crisis for both the individual and their team members
- Job hopping results in costly hiring searches
- Over working and over preparing leads to wasted time and productivity and to costly burnout

Five Types of Imposters

Never completely happy with their work and focused on flaws versus strengths.



The
PERFECTIONIST

Strategies

See challenges as a learning opportunity on how to improve rather than beat yourself up. Choose to view constructive criticism as a helpful and not as an insinuation that you're inadequate.

The
PERFECTIONIST



Five Types of Imposters

Competence is measured in ease & speed.



The
NATURAL
GENIUS

Strategies



The
NATURAL

GENIUS

We are all a work
in progress.
Remind yourself
that practice is
an essential part
of improvement.

Five Types of Imposters



Prefers to work alone,
because needing help
indicates weakness.

The
SOLOIST

Strategies

Share feelings with with a close friend so they can help you find solutions to mitigate your negative thoughts. Partake in more group projects to recognize how scollaboration offers more benefits than working alone.



Five Types of Imposters



The **SUPERHERO**

The superhero will overwork to prove their worth

Strategies



Acknowledge and praise yourself for each achievement, no matter how small to cultivate contentment and self-confidence.

Five Types of Imposters



Never satisfied with their level of understanding. Wanting to always be the expert

The
EXPERT

Strategies



The **EXPERT**

This is a form of procrastination. Learn what you need to know and avoid comparing yourself to others. Allow others to be the expert in the room.

Types of imposter syndrome



SUPERHERO

Overwork to make up for how inadequate they feel.



NATURAL GENIUS

Set exceedingly high goals, feel crushed when they don't meet them.



EXPERT

Never satisfied with their level of understanding, always trying to learn more



PERFECTIONIST

Never completely happy with their work, fixated on their flaws instead of their strengths



SOLOIST

Prefer to work alone, won't ask for help for fear of appearing weak or incompetent.

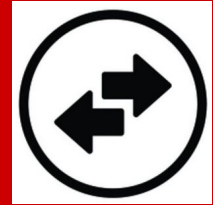
How to help!



Ask a question: Is this thought really true or could there be another explanation?

Reframe it! Speak in positive language!

Refuse to compare yourself to others.



Talk to a friend for encouragement.



Create space for regular reflection and asking questions, so that when failure naturally occurs, it doesn't feel as overwhelming.

Ask, "What can I learn from this situation?"



Acknowledge your successes and celebrate!



Practice gratefulness by naming three blessings.

Focus on evidence.



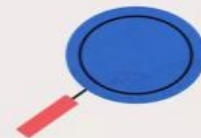
Kick imposter syndrome to the curb by:



Focusing on
facts



Learning from
team members



Fighting feelings
with **evidence**



Acknowledging and
releasing feelings



Reframing negative
thoughts



Anticipating the
feelings



Sharing it with
someone



Finding a
mentor



Celebrating a **win**
(toot your horn!)

Sources:

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<https://eduadvisor.my/articles/are-you-a-fake-5-types-of-imposter-syndrome> May 25, 2022 Nina Fazil

<https://culturallyenough.substack.com/p/what-type-of-an-imposter-are-you> June 21, 2023 SAHAJ KAUR KOHLI, MA, LGPC