

# The Upside of Impostor Syndrome

## What type(s) of Impostor Syndrome am I feeling?

<u>PERFECTIONIST</u>	<u>SUPERWOMAN</u>	<u>NATURAL GENIUS</u>	<u>THE SOLOIST</u>	<u>THE EXPERT</u>
<ul style="list-style-type: none"><li>• Difficulty delegating</li><li>• May be seen as a micro-manager</li><li>• If you miss the (HIGH!) mark, you ruminate for days</li><li>• Feel like you must be 100% perfect 100% of the time</li></ul>	<ul style="list-style-type: none"><li>• Stay/work later than your team</li><li>• Time off or downtime feel wasteful</li><li>• Hobbies &amp; passions have gone by the wayside</li><li>• Feel you haven't earned your title, must work harder to prove your worth</li></ul>	<ul style="list-style-type: none"><li>• Used to excelling w/o much effort</li><li>• Track record of "straight As" or "gold stars" in all you do</li><li>• You are considered "the smart one"</li><li>• Not performing well causes a feeling shame</li></ul>	<ul style="list-style-type: none"><li>• Firmly feel you need to accomplish things on your own</li><li>• Your first words were "I can do it myself."</li><li>• You frame the need for help as being about the project, not you</li></ul>	<ul style="list-style-type: none"><li>• Constantly seeks training or certification</li><li>• Never feel you know enough (even if you've been in your role for quite some time)</li><li>• Shy away from opportunities unless you meet ALL the criteria</li><li>• Hate being called an expert</li></ul>

## Tactics for each type of Impostor Syndrome:

PERFECTIONIST	→	<ul style="list-style-type: none"><li>• Act before you are ready...there will NEVER be a "perfect" time</li><li>• Celebrate your achievements (yes, even the imperfect ones!)</li></ul>
SUPERWOMAN	→	<ul style="list-style-type: none"><li>• Practice self-validation to lower your need for external recognition</li><li>• Listen to constructive criticism as about your process, not YOU</li></ul>
NATURAL GENIUS	→	<ul style="list-style-type: none"><li>• Focus on what you get to learn vs. what you already know</li><li>• Set goals &amp; take small risks in areas you aren't naturally good at</li></ul>
THE SOLOIST	→	<ul style="list-style-type: none"><li>• Ask for (and be ready to accept!) help from your team/colleagues</li><li>• Shift your focus from achieving results to collaborative relationships</li></ul>
THE EXPERT	→	<ul style="list-style-type: none"><li>• Notice when seeking more information is a form of procrastination</li><li>• Don't stockpile knowledge...share it by mentoring junior colleagues</li></ul>

**Questions to Combat Impostor Syndrome** (*when you don't know, don't care, or just need the heck OUT of feeling whatever type of Imposter Syndrome has a grip on you*):

1. Which of my successes am I not taking ownership of?
2. Which of my beliefs about success is holding me back?
3. Which of my strengths am I overlooking?
4. Who am I talking to about this?
5. When I beat the Impostor Syndrome, what will I be losing?

**Consider a more strategic way of thinking about Imposter Syndrome → what kind of useful information do your feelings of Impostor Syndrome have for you:**

- Is it about **PERSPECTIVE**?
  - What is the insight that could be useful right now that only I can offer?
- Or could it be about **TIMING**?
  - What is happening with the team/organization/world that may be contributing to this feeling?
- Or maybe it's about **COMMUNAL STORIES**.
  - How might your experience reflect what others are feeling & open a useful dialogue?

**Reflections + Future Intentions:**

- Based on what I learned in this session, the type of Imposter Syndrome I experience most often is \_\_\_\_\_.
- The tactic I am committed to trying when I notice myself feeling this way is \_\_\_\_\_.
- The question I will keep handy (3x5 cards & sticky notes work great!) so I don't get stuck in a downward spiral of Imposter Syndrome is \_\_\_\_\_.
- The unique perspective only I offer is \_\_\_\_\_.
- The hard timing I see that could be contributing to my feelings of Imposter Syndrome is related to \_\_\_\_\_.
- The people I can most help when I speak up about feelings of Imposter Syndrome are \_\_\_\_\_.

## **Resources:**

Imposter Syndrome Institute Resources Page:

<https://impostorsyndrome.com/resources/infographics/>

Assessment—Clance Imposter Phenomenon Scale:

<https://paulineroseclance.com/pdf/IPTestandscore.pdf>

Video—TED Talk (How you can use impostor syndrome to your benefit):

[https://www.ted.com/talks/mike\\_cannon\\_brookes\\_how\\_you\\_can\\_use\\_impostor\\_syndrome\\_to\\_your\\_benefit](https://www.ted.com/talks/mike_cannon_brookes_how_you_can_use_impostor_syndrome_to_your_benefit)

Podcast—Think Significantly:

<https://podcasts.apple.com/us/podcast/think-significantly/id1575726671?i=1000568849926>

Podcast—Defining Moments of Leadership

<https://podcasts.apple.com/us/podcast/defining-moments-of-leadership-with-marsha-acker/id1603906791?i=1000551863151>

Podcast—ZdoggMD Show (starts at 58:08)

<https://podcasts.apple.com/us/podcast/omicron-depression-imposter-syndrome-benzos-insomnia/id1218431966?i=1000549442507>

Podcast—The Jordan Harbinger Show

<https://podcasts.apple.com/us/podcast/how-to-overcome-imposter-syndrome-deep-dive/id1344999619?i=1000424787156>

Podcast—Mindful Things:

<https://www.mcleanhospital.org/podcast-defying-impostor-syndrome-dr-lisa-orbe-austin>

Article—5 different types of imposter syndrome & 5-ways to battle each one

<https://www.themuse.com/advice/5-different-types-of-imposter-syndrome-and-5-ways-to-battle-each-one#:~:text=Valerie%20Young%2C%20has%20categorized%20it,the%20Soloist%2C%20and%20the%20Expert>

Article—5 powerful coaching questions to beat impostor syndrome

<https://www.danbeverly.com/5-powerful-coaching-questions-to-beat-impostor-syndrome/>