

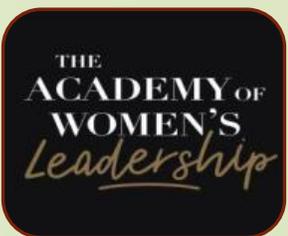


Dealing with Imposter Syndrome

Busting the Myths

Become a Legend

Yinka Ewuola





What we will Cover

- ❑ What imposter syndrome is...
- ❑ How and why it shows up (and surprising manifestations that you'll see)
- ❑ What it's about, and what it's not about (surprising truths in both camps)
- ❑ Understanding origins and how this helps us to combat it
- ❑ 10 Top tips to tackle it.



Let's Reflect...

- ❓ What are some of the specific phrases and questions that pop into your head when you find yourself feeling like an imposter?
- ❓ What do you think the personal cost has been to you, of not being firm with and tackling your imposter syndrome? Think of an example of something that you let your inner critic talk you out of!



An Exercise

- ❑ On a Scale of 1 – 10
 - ❑ 1 being awful, terrible, negative emotion
 - ❑ 10 being 'amazing', brilliant, could not be better

- ❑ 1. How would you rate how you are feeling right now?

- ❑ 2. How would you rate how you're feeling as you think about that thing you don't like?

- ❑ 3. How would you rate how you're feeling as you think about that thing you really like or love?



What you will notice

- ❑ You have different numbers
- ❑ But what has changed?
 - ❑ Same chair
 - ❑ Same clothes
 - ❑ Same room
- ❑ Only difference was what you focused on



Your Key Takeaway

What you focus on
Has EVERY POWER
To change how you
FEEL



So What is it?

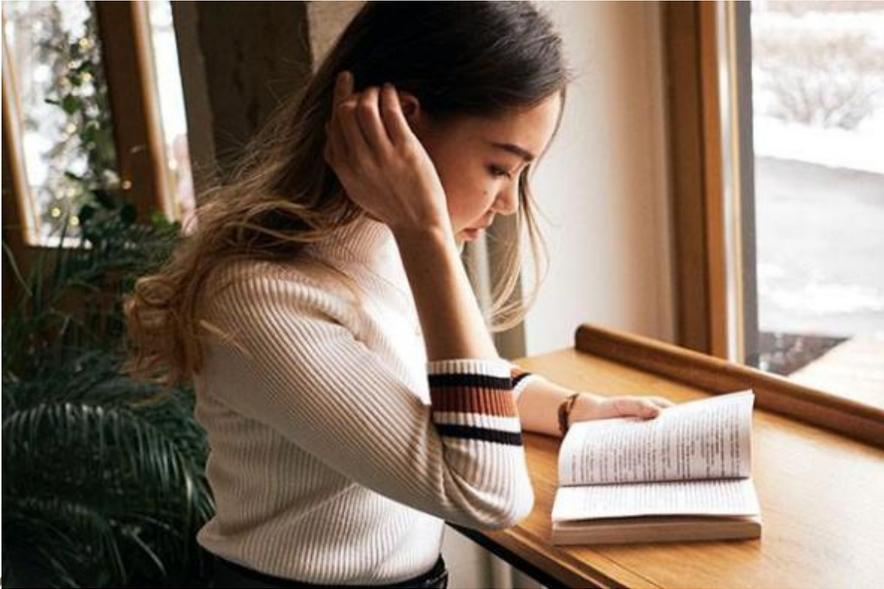
Imposter Syndrome is a **psychological pattern** in which one **doubts one's accomplishments** and has a **persistent** internalized fear of being exposed as a "fraud". **Despite external evidence** of their competence, those experiencing this phenomenon remain convinced that they are frauds, and do not **deserve all they have achieved.**

(Wikipedia)

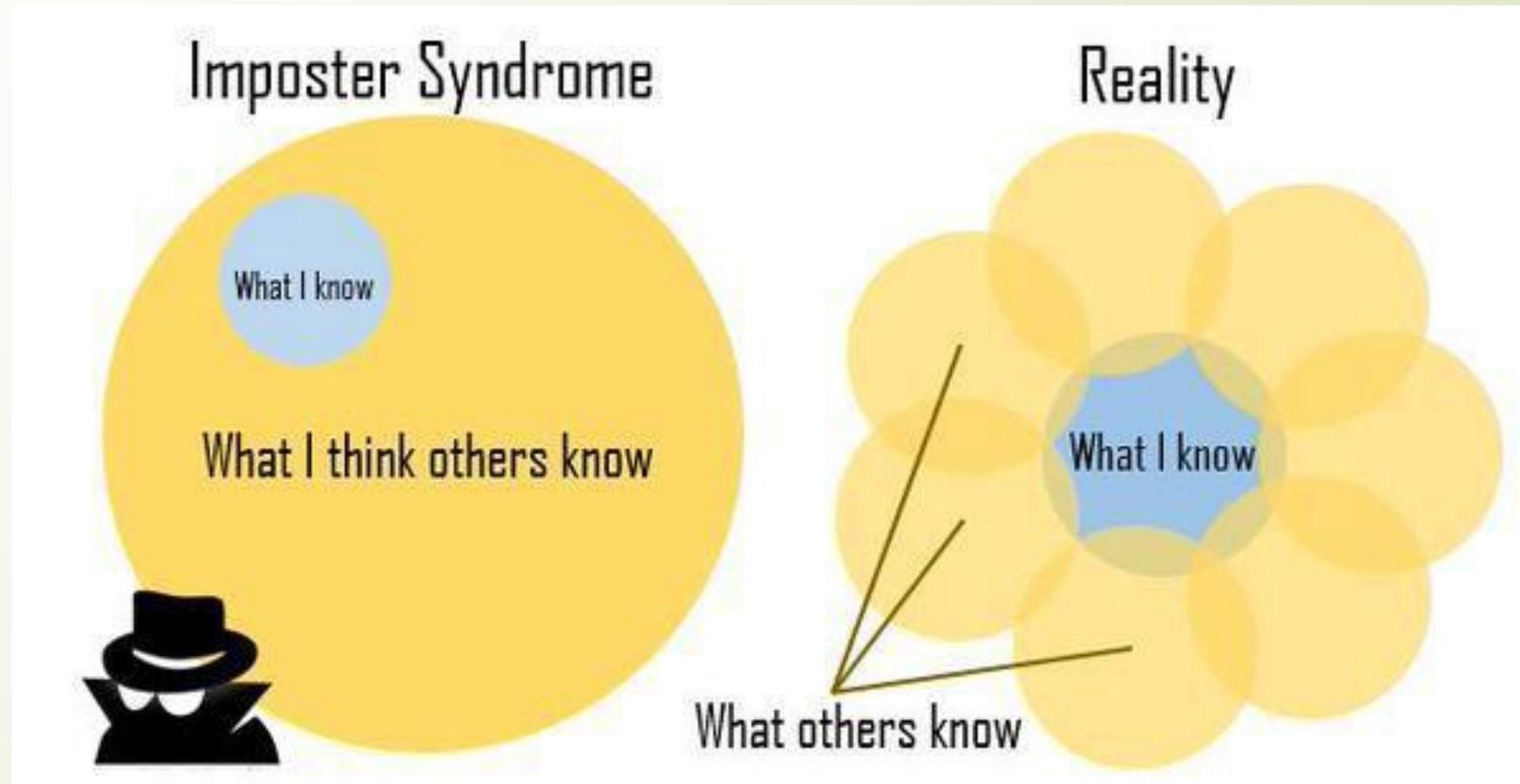
It's not about



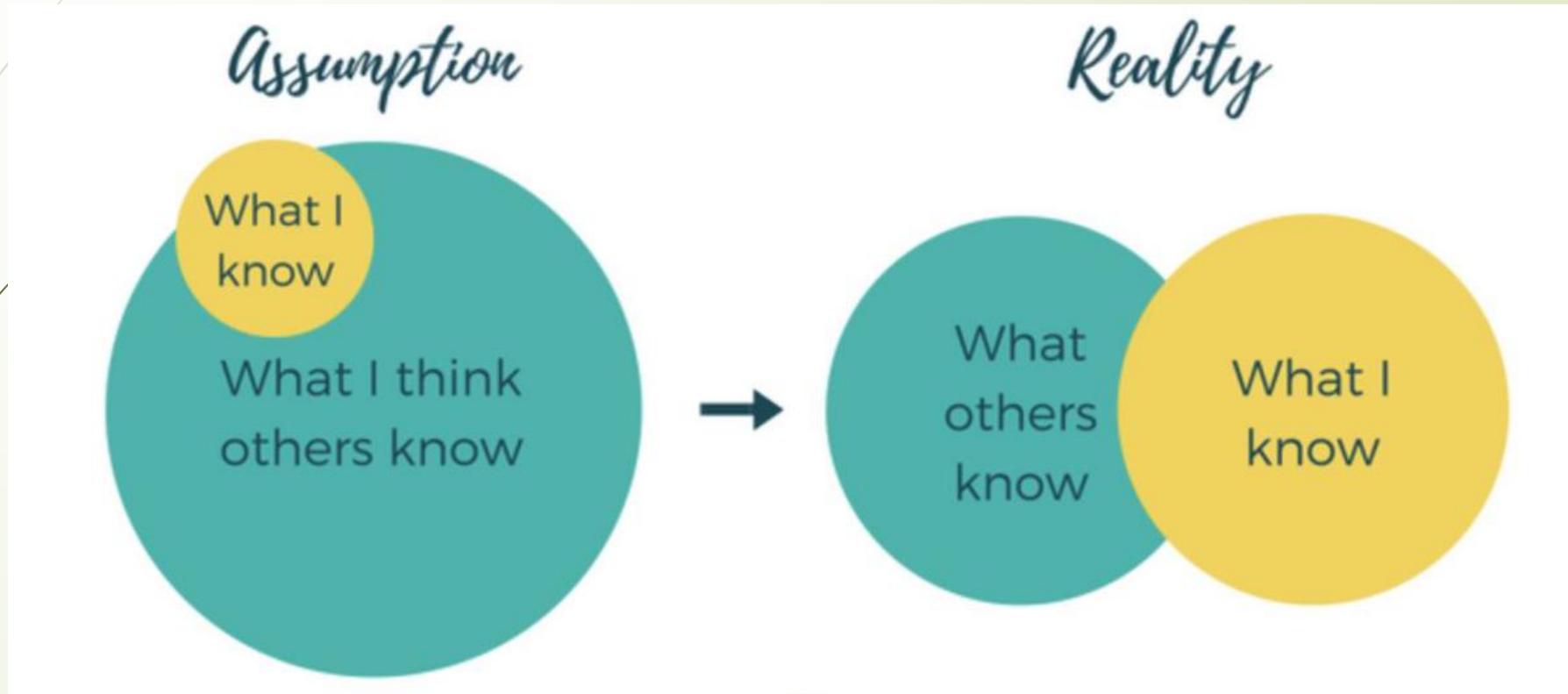
It is about...



What you're thinking vs. the Facts



What you're thinking vs. the Facts



How it shows Up – the 5 Types

- ? The Perfectionist
- ? The Soloist
- ? The Expert
- ? The Superwoman
- ? The 'Great Mind'

Impostor Syndrome

What's your impostor type?

The Perfectionist
I should deliver a perfect performance 100% of the time. My work must always be A+.

TYPE 01

The Expert
If I were really smart I would already know everything I need to know to do this.

TYPE 02

The Soloist
I believe that true competence is equal to my own, unassisted achievements. I must do everything myself.

TYPE 03

The Superwoman
If I were really competent, I would be able to do it all, and do it easily and well.

TYPE 04

The Great Mind
I judge myself on ease and speed. If I were really competent, it would come quickly and easily.

TYPE 05

To find out how to pick new mindsets for your type, go to <http://sarajanelowry.com/impostor-syndrome-types-which-one-describes-you/>



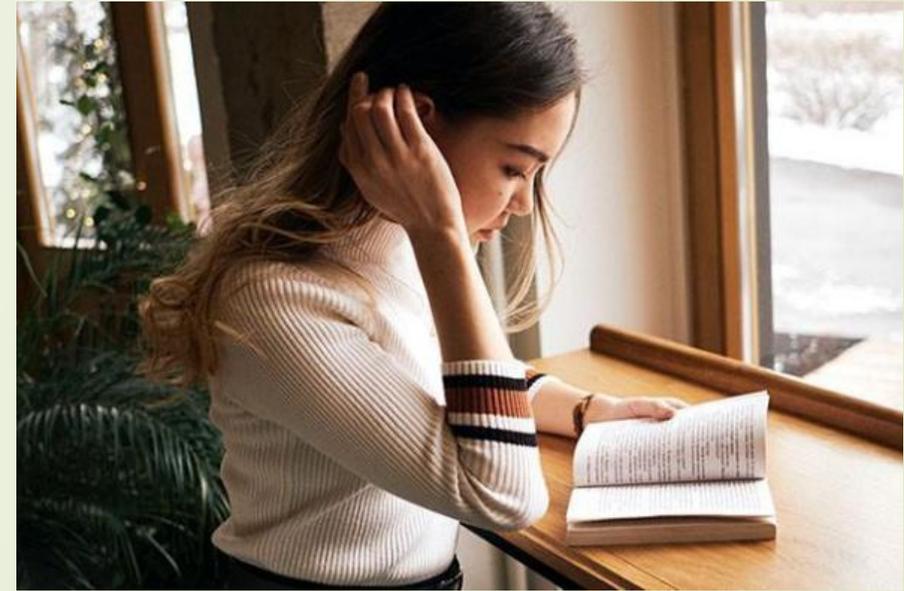


Break Out Room Discussion (10 mins)

- ❑ What is your most common Imposter Persona?
- ❑ What usually Triggers you to feel like an imposter?
- ❑ What do you do to combat this?

The Story

- ❓ Often a Fairytale
- ❓ It was written before you realised
- ❓ Comes from 3 Key Sources



The Origin of your Story – Part 1, Family



‘Fixed Mindset’

The Origin of your Story – Part 2, Society

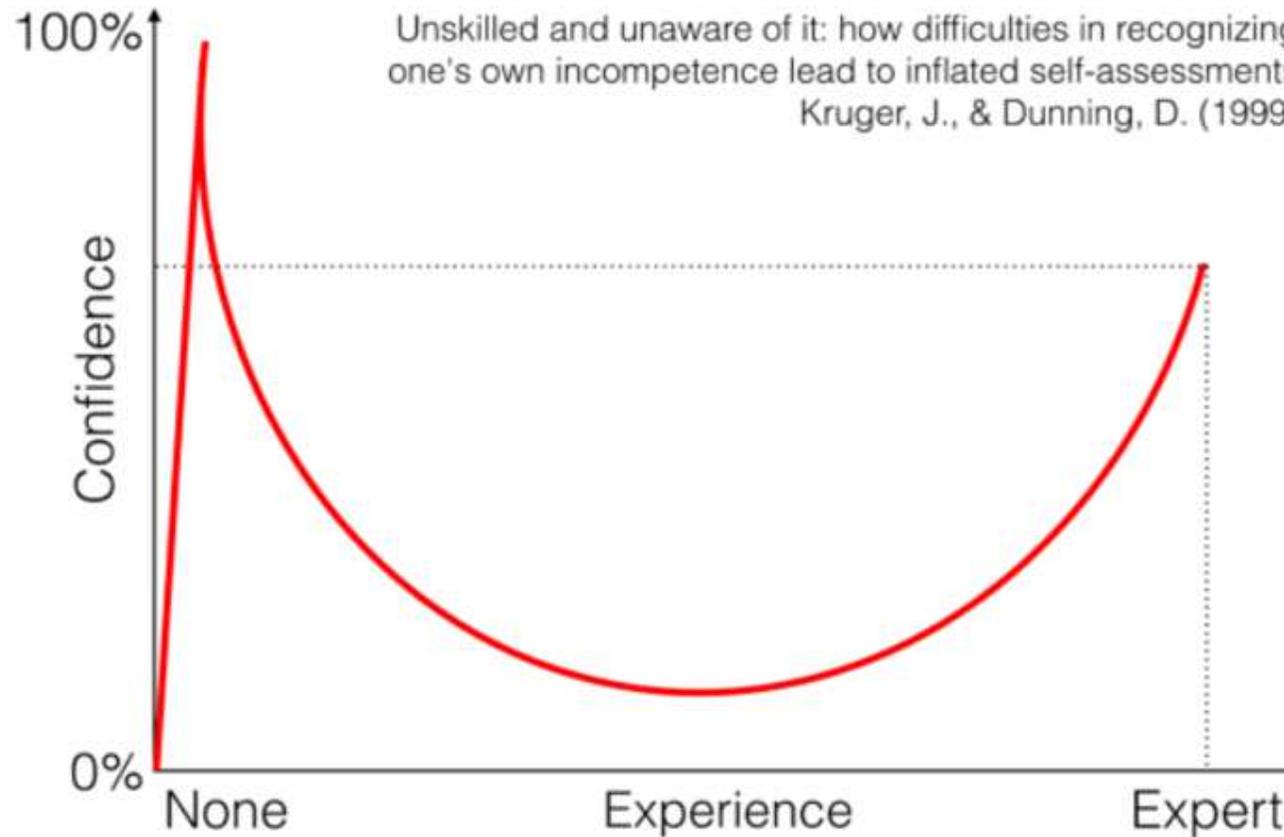


'A Woman's Role'

The Story

Dunning-Kruger Effect

Unskilled and unaware of it: how difficulties in recognizing one's own incompetence lead to inflated self-assessments
Kruger, J., & Dunning, D. (1999)



For women...

“the girl who maintains qualities of independence and active striving (achievement-orientation) necessary for intellectual mastery defies the convention of sex-

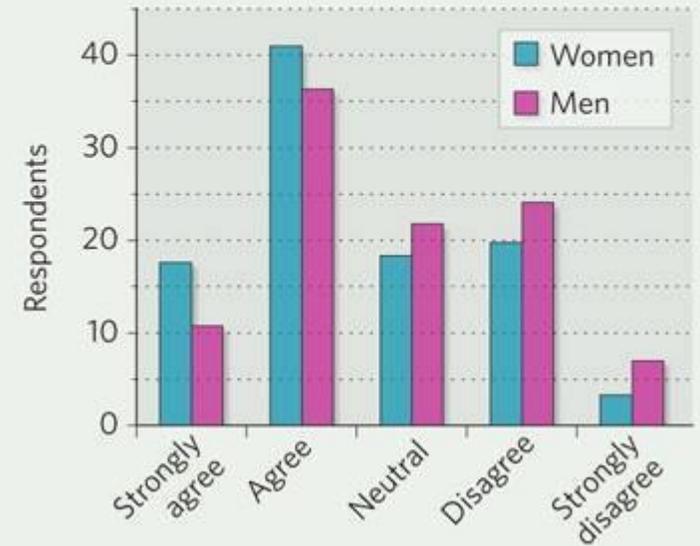
appropriate behaviour and must

- ☐ “women tend to attribute their successes to temporary causes, such as luck or effort, in contrast to men who are more likely to attribute their successes to the internal, stable factor of ability. Conversely, women tend to explain failure with lack of ability, whereas men more often attribute failure to luck or task difficulty.”

- Eleanor Maccoby
(1963)

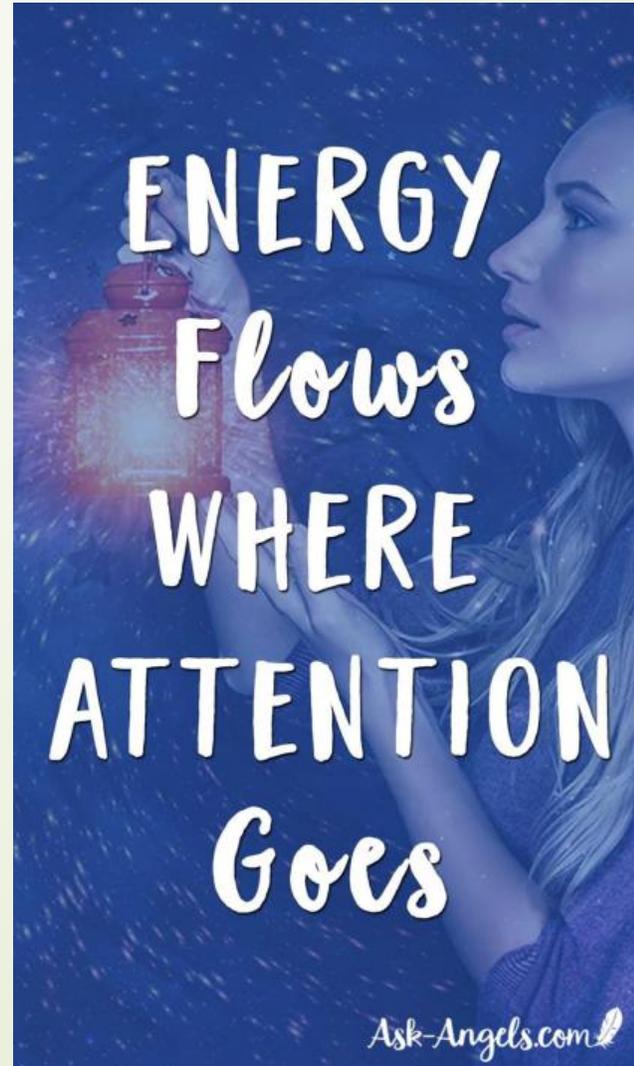
CRISIS OF CONFIDENCE

Astronomy graduate students respond to the statement: "Sometimes I am afraid others will discover how much knowledge or ability I lack."



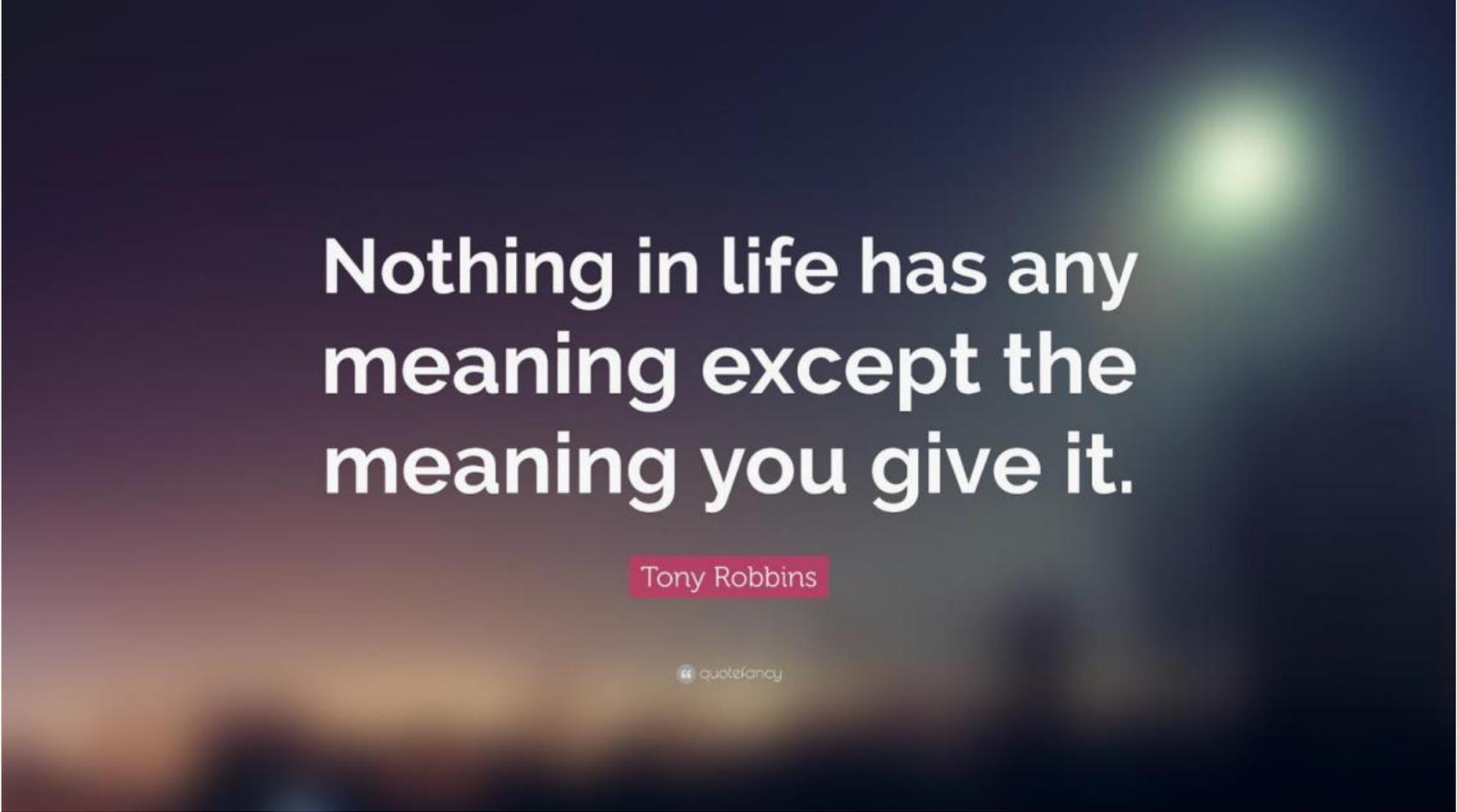


Your Focus





The Meaning



Nothing in life has any
meaning except the
meaning you give it.

Tony Robbins

 quote fancy



Tackling Imposter Syndrome

(10 Top Tips to becoming a Legend!)

1. Awareness – most powerful of all
1. Attention – Not wearing like a badge of honour
1. Notice your triggers
1. Sort your C.R.A.P Out – tackle it head on
 - ❑ Conflicts
 - ❑ Resistances
 - ❑ Anxieties
 - ❑ Procrastinations
2. An 'I did it' list/ board/ box



Tackling Imposter Syndrome

6. Sort your Story

- ☐ Use the ROADMAP Framework

7. Focus on the truth

- ☐ About you, the situation, all of it

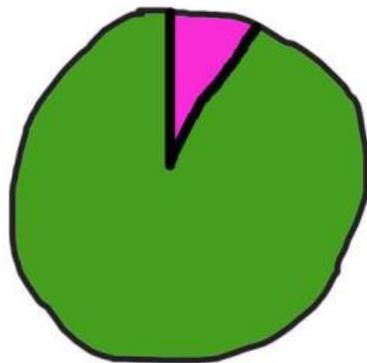
8. Be Accountable

6. Decide on Meaning

6. Choose the Record

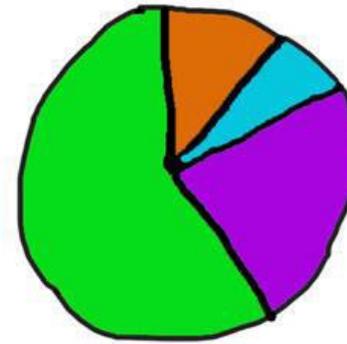
Questions?

ALL COMPLIMENTS YOU RECEIVE:



- FROM SOMEONE WHO IS LYING
- FROM NICE RELATIVES WHO DON'T KNOW WHAT THE HELL THEY'RE TALKING ABOUT

YOUR THOUGHTS WHEN SOMEONE SAYS THAT YOU WOULD BE GOOD FOR A JOB/ROLE/TEAM:

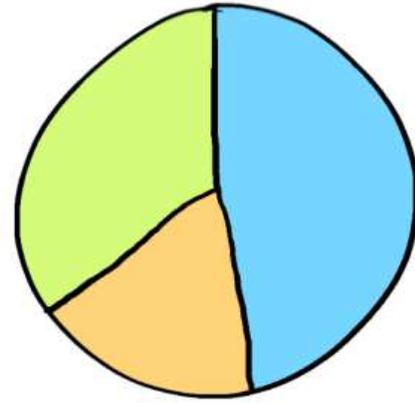


- WHAT?
- WHY?
- HAVE YOU MET ME?
- MAYBE THEY'RE JUST TRYING TO BE NICE



Key Actions for you to consider

- ❑ Journal on your experiences
- ❑ Discuss your experiences with your coach paying particular focus on your triggers, origins
- ❑ Choose 3 tips that you would most like to explore and work further on



- PEOPLE WHO GET IMPOSTER SYNDROME
- OTHER PEOPLE WHO GET IMPOSTER SYNDROME
- LITERALLY EVERYONE ELSE (THEY ALSO GET IMPOSTER SYNDROME)

EVERYONE FEELS LIKE AN IMPOSTER
SOMETIMES, AND THAT'S OKAY

ERRANTSCIENCE.COM



Thank you