

An exploration of the Imposter Syndrome

www.kateatkin.com

@kateatkin



1

NOT a real Imposter
NOT a syndrome

An internal feeling of
intellectual phoniness
despite successes

Feeling fraudulent

Wondering when you
will be found out



2

Self Doubt is NORMAL



3

A desire to be perfect, or to be *the best*

**Can prevent people recognising their
knowledge, skills and capabilities**

**Can stop people putting themselves
forward for promotion or new tasks**

**Can create high levels of stress,
self-sabotaging behaviour, anxiety and
even depression**



4

70%

Men & Women

 **kate atkin**
helping confidence soar


5

When things go well I am afraid I won't be able to replicate the success

I find it hard to accept compliments or praise when I have done something well

I dread being evaluated

I worry others will discover how much I don't know

 **kate atkin**
helping confidence soar

6

Where does it come from?

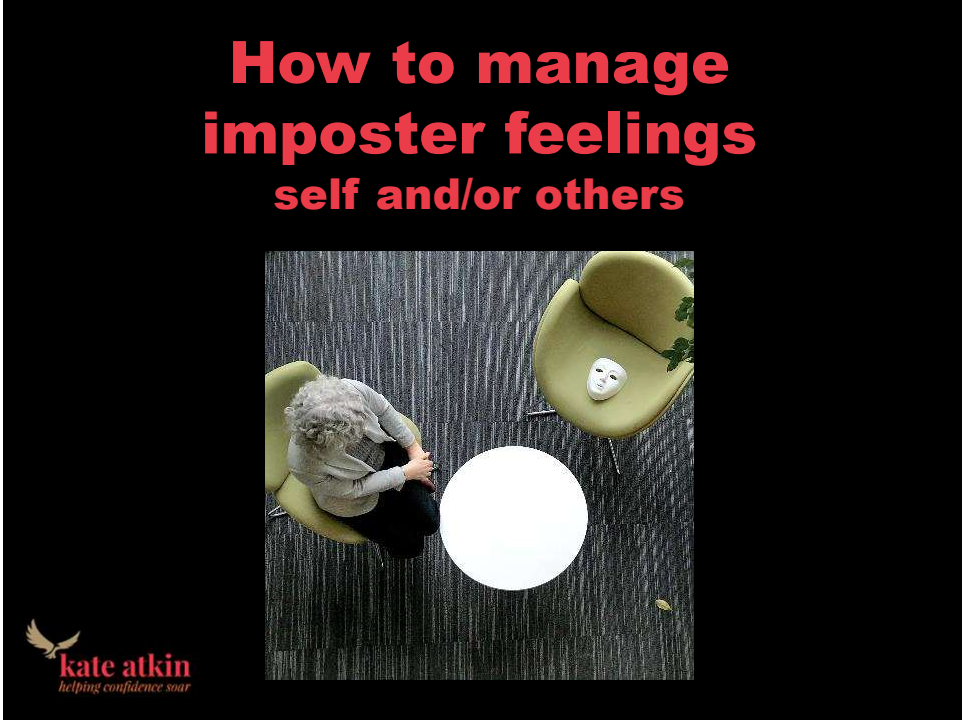


7

- Childhood messages / Parenting**
- Societal messages**
- Feeling “other”**
- Lack of like role models**
- Who you see yourself as being**



8



9



10

“I got lucky”

“They were just being kind”


“They’ve made a mistake”

**Watch
your
self-talk**

“It’s because I worked really hard”

“I’m just doing my job”

“Anyone could have...”



kate atkin
helping confidence soar

11

Find a Mentor



kate atkin
helping confidence soar

12

**Note
positive
feedback**

**Stop
“yes, but...”**

**Start
“yes, and...”**



 **kate atkin**
helping confidence soar

13

**Know and use your
Strengths**




 **kate atkin**
helping confidence soar

14

The P Word

Perfection



15

Apply the 80% Rule



16

The F Word

Failure

#ChooseToChallenge
your interpretation



17

**Things that didn't
work**



18

If you are managing others

Felt less like an imposter when...

**A job description that clearly
highlights what's expected**

**Specific feedback about their work
and how well they are doing**

**A clear set of performance indicators
and objectives**

Total Jobs Survey 2019

19

**You can choose courage or you can choose
comfort, but you can't choose both**

Brene Brown



20

An exploration of the Imposter Syndrome

@kateatkin

www.kateatkin.com/imposter



21

Further Reading

“The Impostor Phenomenon” by Dr Pauline Rose Clance

“The Pursuit of Perfect” by Tal Ben-Shahar

“The Confident Manager” by Kate Atkin

“Lean In” by Sheryl Sandberg

“Learned Optimism” by Dr Martin Seligman

“Inferior” by Angela Saini

“The Gift of Imperfection” Brene Brown

www.TED.com for talks by Susan Cain, Brene Brown &

Amy Cuddy



22