

Never Good Enough Understanding and Overcoming Imposter Feelings

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Overview

What is the imposter syndrome?

How does it impact D&I?

**Identify three ways (minimum) to combat
imposter feelings**

Provide support to others



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**Whether you *think you can*, or *think you can't*,
~~you're right~~
you may be wrong!
Henry Ford**



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**NOT a real Imposter
NOT a syndrome**

**An internal feeling of
intellectual phoniness
*despite successes***

Feeling fraudulent

**Wondering when you
will be found out**



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Self Doubt is NORMAL



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- Can prevent people recognising their knowledge, skills and capabilities**
- Can stop people putting themselves forward for promotion or new tasks or speaking up in meetings**
- Can create high levels of stress, anxiety and even depression**



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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



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What is your experience...?

a) I've personally experienced it, but it hasn't held me back

b) I've personally experienced it and it has held me back at times

c) I've not experienced it, but know others who have

d) None of the above



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70%

**binary research indicates roughly
50:50 split between
men & women**



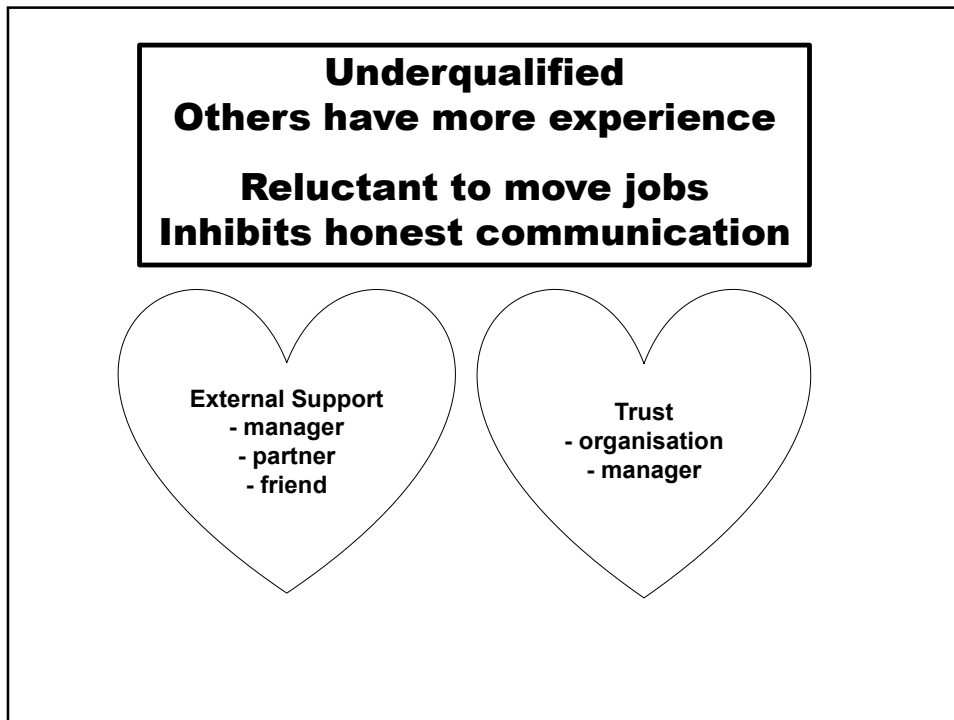
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Impact of IP on Diversity and Inclusion

Belonging vs Otherness



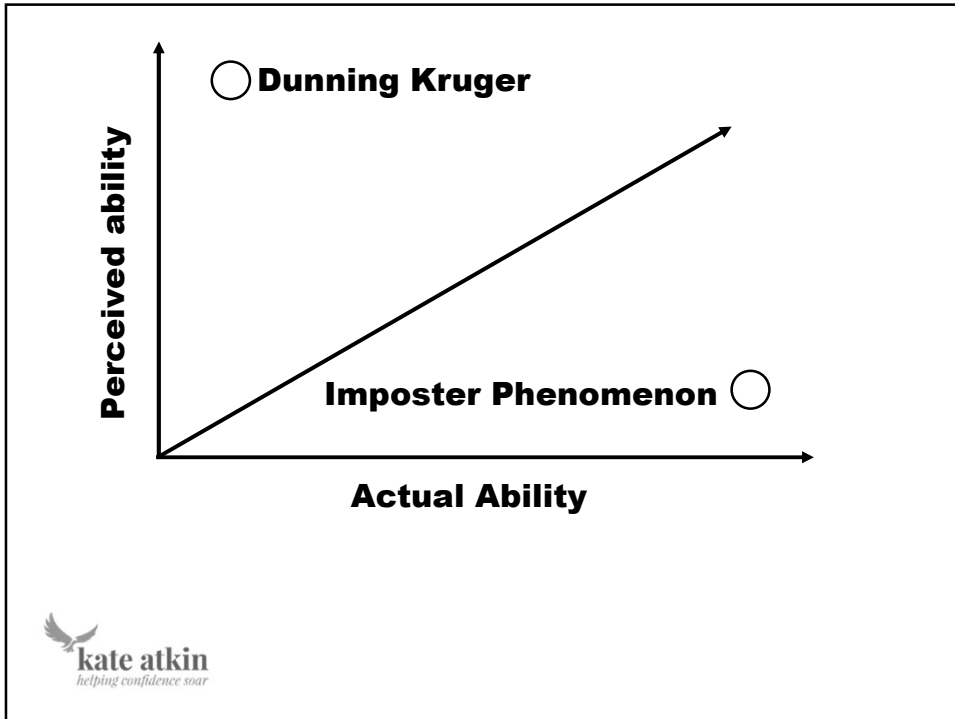
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Childhood messages / Parenting
Societal messages
Organisational Culture
Feeling “other”
Lack of like role models
Who you see yourself as being
#ChoosetoChallenge



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**How to manage
imposter feelings
self and/or others**



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<p>“I got lucky” “They were just being kind” “They’ve made a mistake”</p>	<p>Challenge your self-talk</p>
<p>“It’s because I worked really hard” “I’m just doing my job” “Anyone could have...”</p>	



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**Note
positive
feedback**

**Stop
“yes, but...”**

**Start
“yes, and...”**



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**Know and use your
Strengths**



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The P Word

Perfection



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Apply the 80% Rule



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The F Word

Failure



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Things that didn't

work



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**Second session on 10th November
answering your questions, discussing your
“aha” moments and exploring courage**

#ChooseCourage



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Further Reading

The Impostor Phenomenon by Dr Pauline Rose Clance
The Pursuit of Perfect by Tal Ben-Shahar
The Confident Manager by Kate Atkin
The Courage Quotient by Robert Biswas-Diener
Learned Optimism by Dr Martin Seligman
The Gift of Imperfection Brene Brown
Inferior by Angela Saini

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



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