



How Imposter Syndrome Impacts Career Confidence



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"Take an adventure to a brighter future"

Your Speaker...Kerry Thompson



“I am a confident and capable business woman”

Kerry Thompson: The Facts...

"Kerry supported my dream by imparting her knowledge and even sharing her business connections."

"Working with Kerry gave me the techniques and the confidence to manage the challenges I was facing. What I valued most, was her practical and pragmatic approach to resolving my concerns."



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"Kerry is friendly, positive and very easy to talk to. But equally, she's offering impartial and professional guidance, which is exactly what I needed."

"Kerry was the perfect combination of Coach, Teacher and Mentor."



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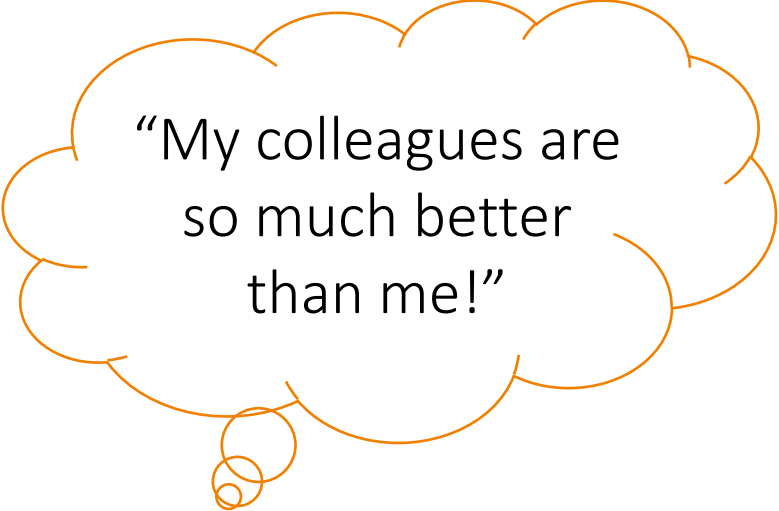
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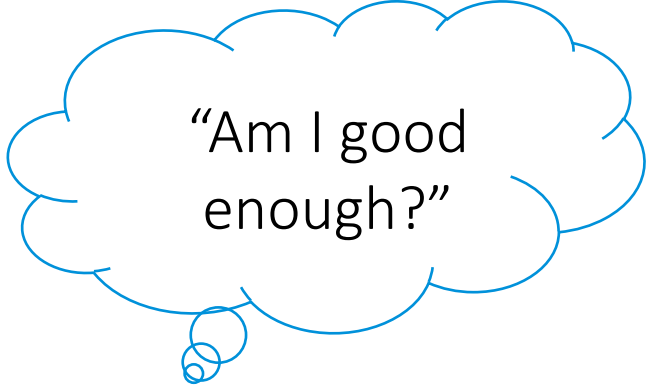
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But...

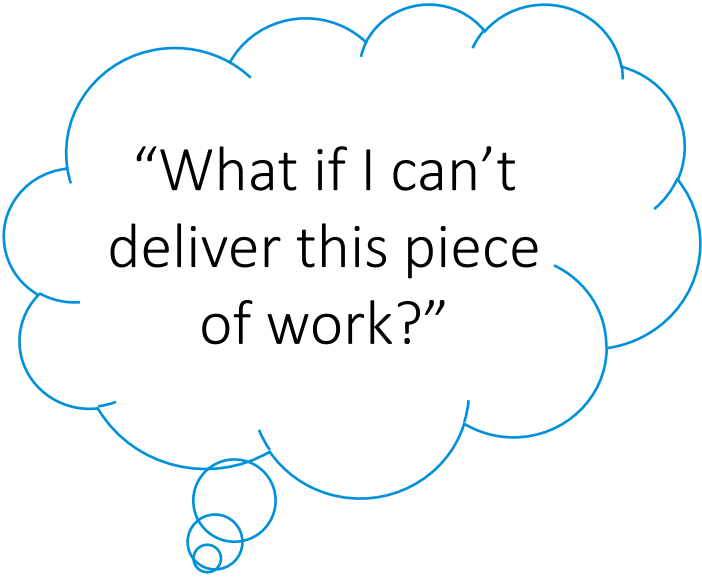
I also struggle...



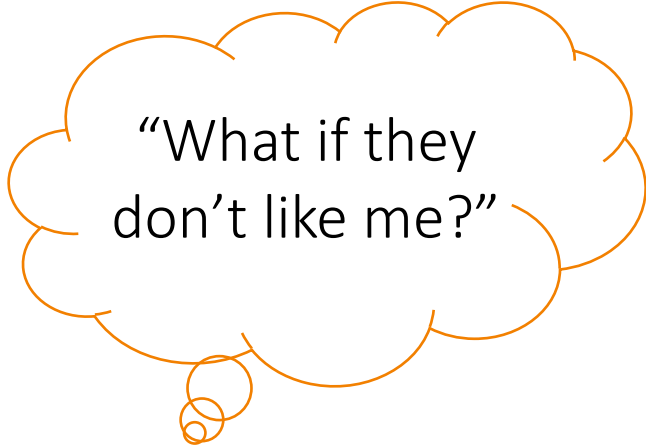
“My colleagues are so much better than me!”



“Am I good enough?”



“What if I can’t deliver this piece of work?”



“What if they don’t like me?”

Really?!

Yes, really!!

However...

I DO deliver!

I AM good enough!

I AM capable!

How do I know this?

People tell me.

Often.

All the time in fact!

Let's explore in more detail....

Do any of these statements resonate?

"I'm not as good as....<name>..."

"I'm not good enough to be here"

"I got lucky"

"What if they don't like me?"

"I don't belong here"

"I'm not achieving what is expected of me"

"I'm a fraud, and it's just a matter of time before I get found out"

Do any of these statements resonate?

"I'm not as good
as... <name> "

"I'm not good
enough to be
here"

"I got lucky"

If so...
I'll let you into a secret....

"I don't belong
here"

I'm not achieving
what is expected
of me"

and
it's just a matter of
time before I get
found out"

Do any of these statements resonate?

"I'm not as good
as...<name> "

"I'm not good
enough to be
here"

"I got lucky"

You're an imposter!

"I don't belong
here"

I'm not achieving
what is expected
of me"

and
it's just a matter of
time before I get
found out"

Don't worry...



Don't worry...

Over 2/3 of women (could be as high as 3/4!), and over half of men, experience imposter syndrome at some point in their career

Examples of 'Imposters'

Superheroes

- They push themselves to work harder than others
- They feel the need to succeed in everything; at work, as parents, as partners, as friends
- They feel stressed if they're not accomplishing something
- They may always have a to do list on the go!



Examples of 'Imposters'



Perfectionists

- They set extremely high expectations for themselves!
- Even if they meet 99% of their goals, they feel like failures
- Any minor mistake will make them question their own competence

Examples of 'Imposters'

Experts

- Feel the need to know every piece of information before they start something
- They may constantly look for new certifications or training courses
- They won't apply for a job unless they meet every criteria (and more!)
- They may be more hesitant in meetings



Examples of 'Imposters'



The Natural Genius

- When they find something difficult, they feel they aren't good enough
- They were perhaps top of their class at school or university
- Knowledge and skills come easy, so when they have to put in additional effort, it impacts them negatively

Examples of 'Imposters'

Soloists

- They feel they have to accomplish tasks on their own
- If they need to ask for help, they feel like a failure or a fraud
- They may procrastinate rather than ask for help



In my opinion...

The only way to stop *feeling* like
an impostor, is to stop *thinking*
like an impostor

Overcoming Imposter Syndrome

Know the signs

- It's easy to overlook the signs
- Pay attention to language
- Look at situations factually, not emotionally



Overcoming Imposter Syndrome



Know you're not alone

- You're in good company!

"I have written eleven books, but each time I think, 'uh oh, they're going to find out now. I've run a game on everybody, and they're going to find me out.'"

- Author, Poet & Civil Rights Activist Maya Angelou

Overcoming Imposter Syndrome

Let go of your inner perfectionist

- Don't set unrealistic targets for yourself
- Holding yourself to a 'perfect' standard every time is counter productive
- Accept that no-one is perfect; that makes you human, not a fraud!



Overcoming Imposter Syndrome

Accept you'll make mistakes...and even fail



- Develop a healthy response to making mistakes
- Embrace it as a learning experience

“Failure is only the opportunity to begin again more intelligently.”

- Henry Ford, Founder of the Ford Motor Company

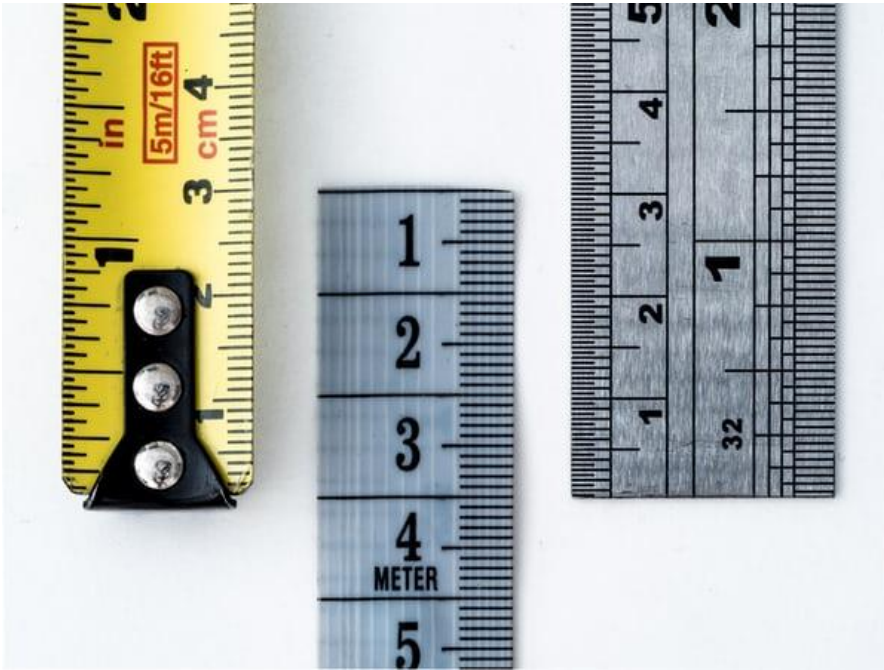
Overcoming Imposter Syndrome

Visualize success

- Behave like a professional athlete; vision success!
- Picture positivity and it will come more naturally



Overcoming Imposter Syndrome



Track and measure successes

- Keep a record of your achievements
- When your inner voice starts shouting, look at your achievements; think facts, not emotion (again!)
- Set yourself targets, but be realistic!

Overcoming Imposter Syndrome

Break the silence – it's good to talk!

- Don't feel shame about sharing your vulnerabilities
- Talk to someone impartial
- Be candid and honest



Overcoming Imposter Syndrome



Say “yes” to new opportunities

- Don't be afraid of not doing a good job
- Are you really too busy, or are you afraid?
- New challenges open doors; don't let your inner imposter make you say “no”

Overcoming Imposter Syndrome



Reward yourself

- Break the cycle of seeking, then dismissing, validation
- Learn to pat yourself on the back
- When you get a compliment, accept it
- When a meeting goes well, smile and be energised

Overcoming Imposter Syndrome



Separate feelings from fact

- There will be times when you will *feel* inferior; it doesn't mean you are!
- Think facts, not emotion!

Overcoming Imposter Syndrome

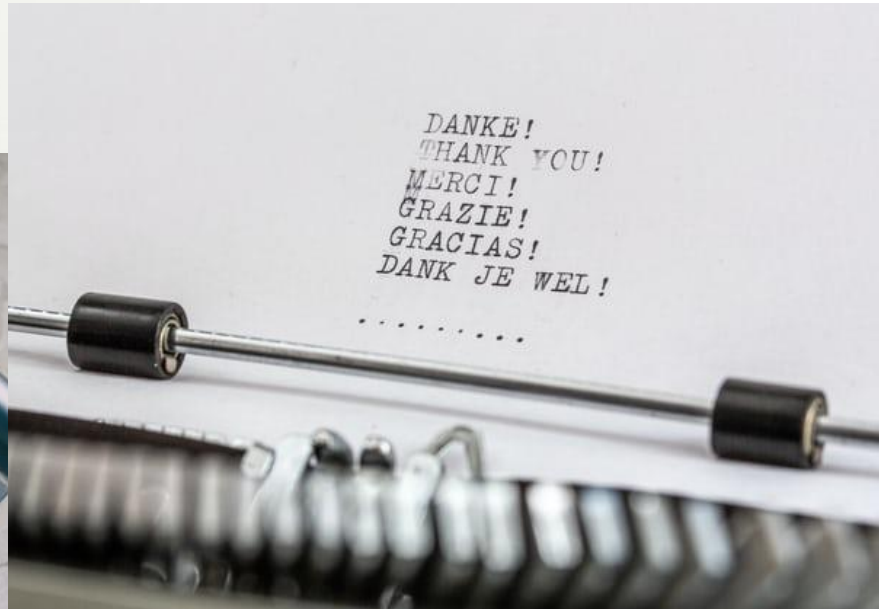
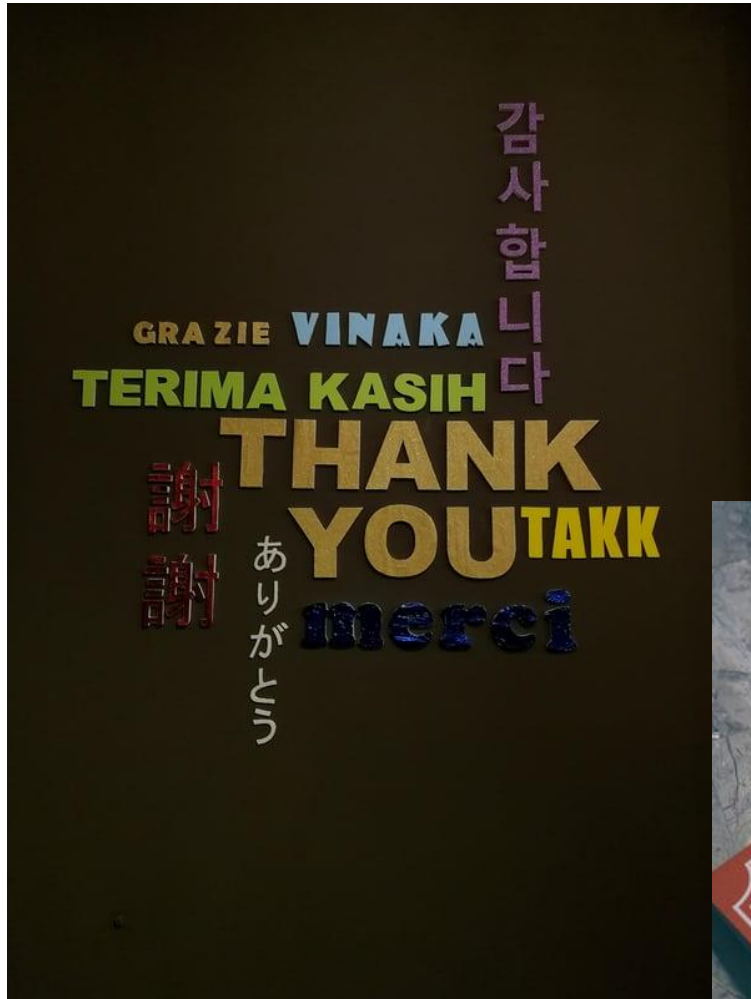
Fake it 'til you make it

- Yes, really!
- Doing things “on the fly” is a skill, not a flaw
- Don't wait until you're confident to start something; courage comes from taking risks



“If someone offers you an amazing opportunity and you are not sure you can do it, say yes. Then learn how to do it later.”

- Richard Branson



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