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PERFORMANCE & EXECUTIVE COACH

LP



HELP

Overcoming your Imposter Syndrome

Today's Agenda

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2

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The types of Imposters (according to studies by Valerie Young)

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Reframing the concept of failure and validation

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Strategic tools to tame our Imposter



Your Speaker

Laura Peli, PCC

Performance & Executive Coach

Coaching Experience with C-Suite, VP, Seniors, Leaders

Co-directed a consulting firm for 7 years

Masters's Degrees in International Business, Management

Creator & Facilitator of +300 Workshops / Webinars

Love cooking, comedy shows production, crime fiction,
portrait photography

You finally achieve something important:
a big client, a promotion, an award etc.

However,

You DOUBT yourself. You think you are NOT GOOD
ENOUGH.

You feel ANXIOUS, you are OBSESSED about that
small mistake you made.

It is impossible to accept and acknowledge your
success.

You doubt yourself and your work.

You're just waiting for everyone else to find out



Are you familiar with this scenario?

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Understanding Your Imposter

If you feel



like wearing a mask



you don't know
what you are doing



that someone
will soon realise
you are a fraud

You are suffering from Impostor Syndrome

What is Imposter Syndrome?



Is a collection of feelings of inadequacy that persist despite evident success



Who is affected?

Successful people who are often perceived by others as being competent, reliable, and capable

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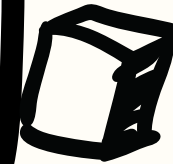
The types of Imposters

by Valerie Young

Have you ever been accused of being a
MICROMANAGER?

Do you have great difficulty
DELEGATING?

And if you do, you feel frustrated and
disappointed in the results.

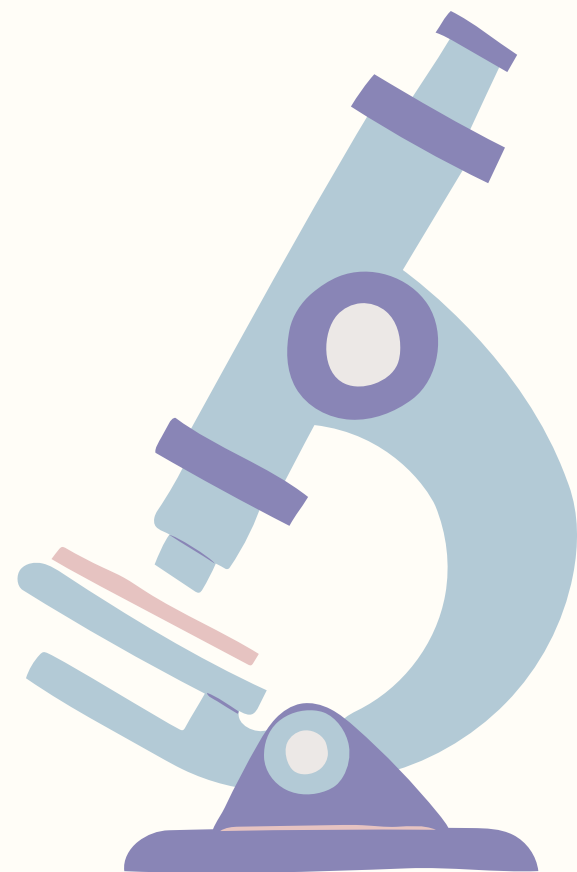


Perfectionists expect that their work
will be 100% perfect.

The Perfectionist

Perfectionists set excessively
high goals for themselves,
and when they fail to reach a goal,
they experience major self-doubt
and worry about measuring up.

They may be control freaks,
feeling like if they want something
done right, they have to do it
themselves.



Do you stay later at the office
than the rest of your team?

Do you get stressed when you're not working?

Have you sacrificed your hobbies and passions
because of work?



The Super Hero



Imposter Super Heroes are often
workaholics. They are actually
addicted to the validation
that comes from working

They want to be excellent in everything
they do. If they are not successful at
everything, they feel like a fraud.

Do you often avoid challenges because you find it uncomfortable to try something you're not great at?

When you were young did you have a spotless record of straight A's?



They set their internal bar impossibly high, just like perfectionists

The Natural Genius



They find it frustrating when they are not able to do something immediately,

They judge themselves based on unachievable expectations. They expect to get things right on the first try.

Do you often say:

"I don't need anyone's help."

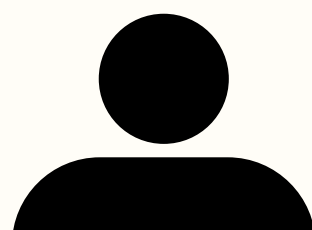
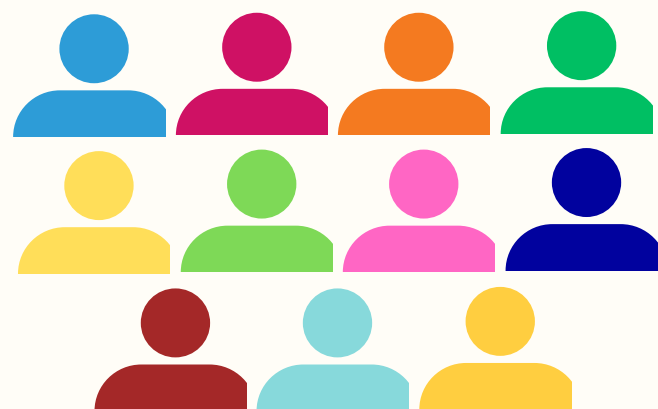
"I am not doing a good job unless
I'm doing it by myself"



The Soloist

The Soloist struggles in teams and collaborative environments as they never asks for help.

It's OK to be independent, but not to the extent that you refuse assistance so that you can prove your worth.



You don't feel confident to apply for a job posting unless you meet every single educational/skill requirement?

Do you believe you need to improve your skills in order to succeed so you constantly seek out training or certifications?



Experts measure their competence based on “what” and “how much” they know or can do.

The Expert

They believe they will never know enough,

They fear being exposed as inexperienced or unknowledgeable.



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Reframing the concept
of failure and validation

Failure must be expected
along the journey

We cannot escape failure, even if
we try to do things as well as we can.

Unexpected events may occur,
we overlook something important
or we simply make a mistake.

It is part and parcel
of our learning curve.



External validation

Good or Bad?



- See us under a better light
- Confidence booster
- It is reassuring
- We may value too much other people's opinion
- It may be inaccurate
- We may be disappointed if nobody pay us a compliment

TRY TO SEEK INTERNAL VALIDATION
RATHER THAN EXPECTING IT FROM OTHERS

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Strategic tools
to tame the Imposter

Strategic Tools

Inner talk

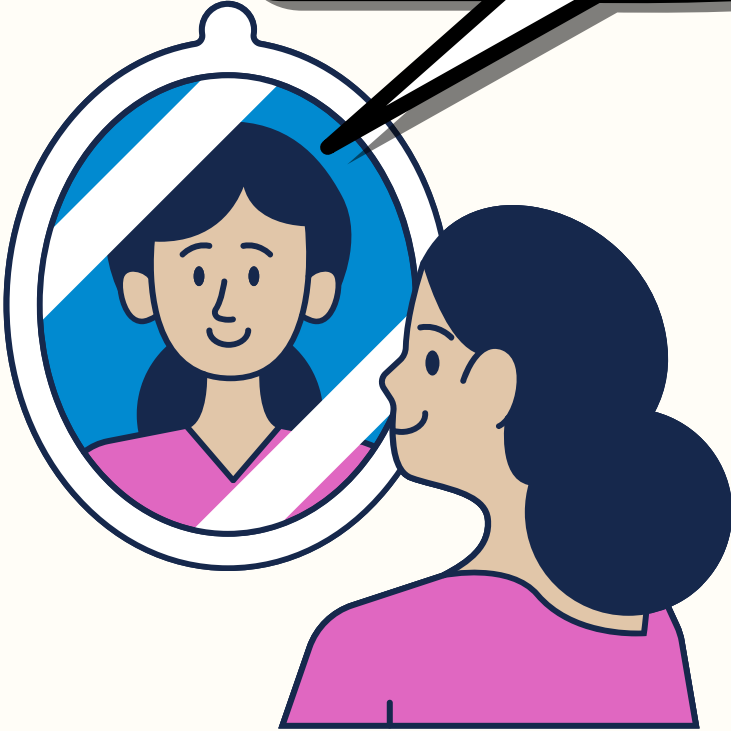
Acknowledge your thoughts

Challenge yourself

Create your box

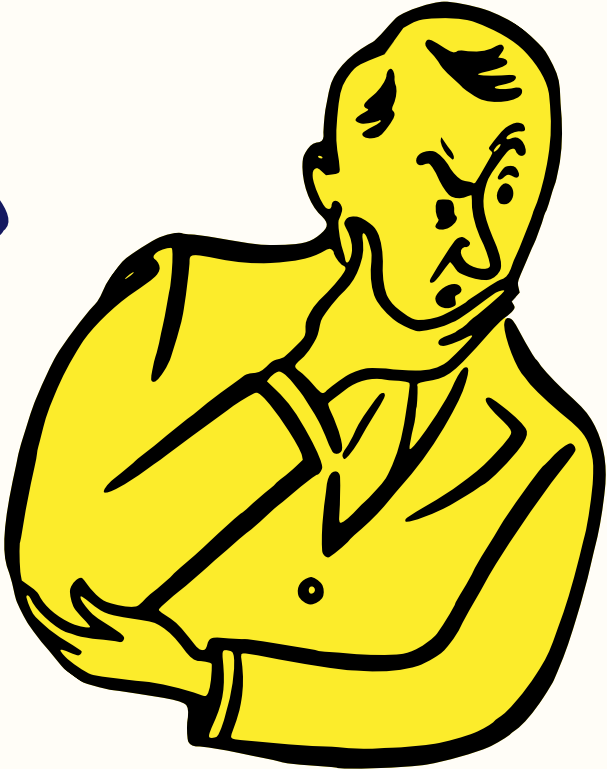
Inner talk

Are you aware
of how you speak
about yourself?

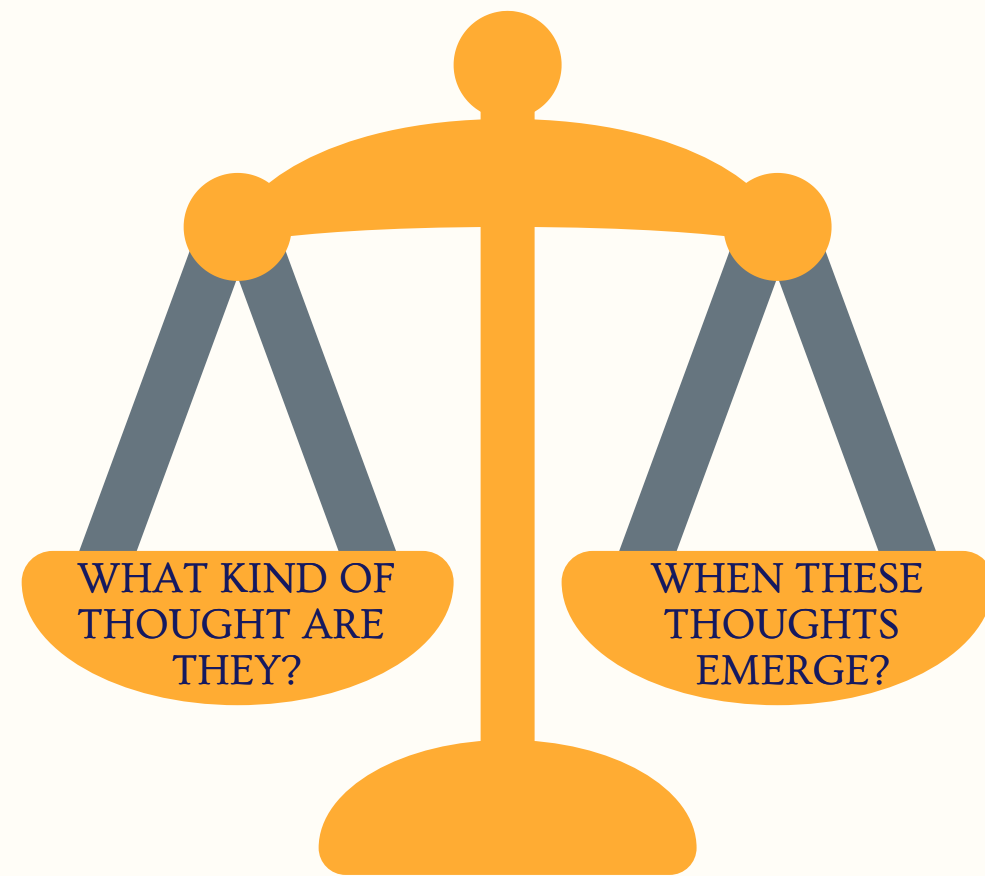


Write down
some of the statements
you often tell yourself
or
draw them down and give
titles to your drawings

In this way, you will
recognise your inner critic



Acknowledge your thoughts

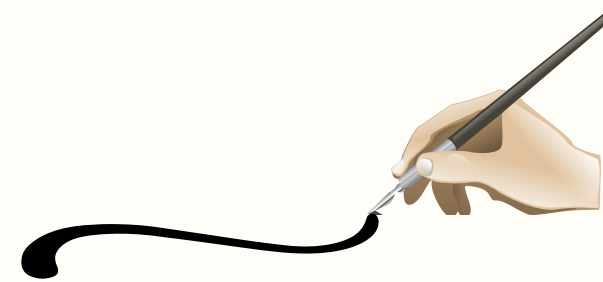


Understand where
your thoughts
come from

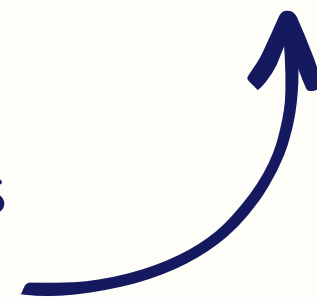


When do they occur?

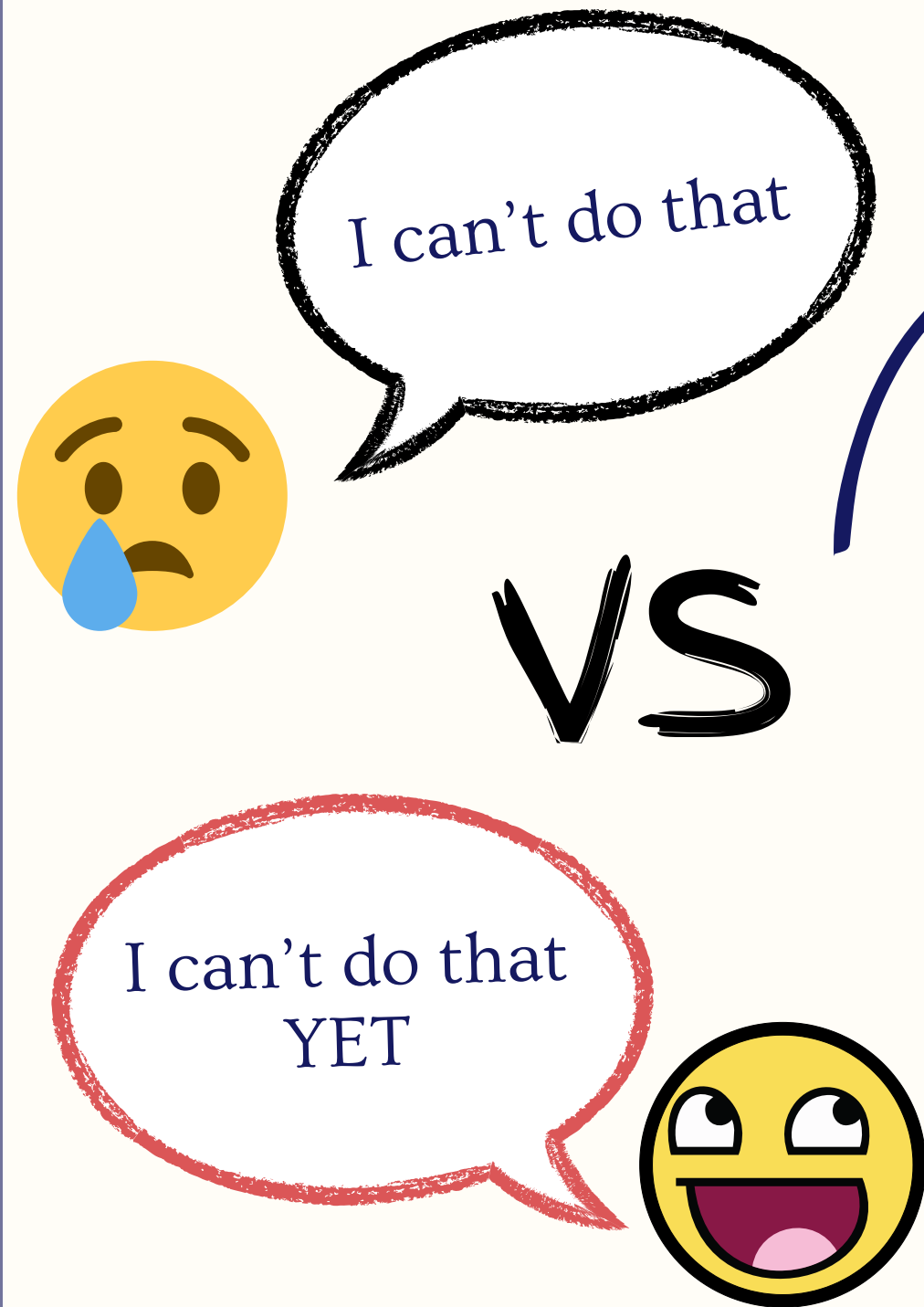
If you write down when
these thoughts emerge,
this will help you
to see more clearly
how your imposter works



Don't be afraid
to ask for help
and talk about
your feelings
with trusted
friends and colleagues.



Challenge yourself



When you receive a compliment don't answer with

"Thank you, but I really wasn't that helpful,"

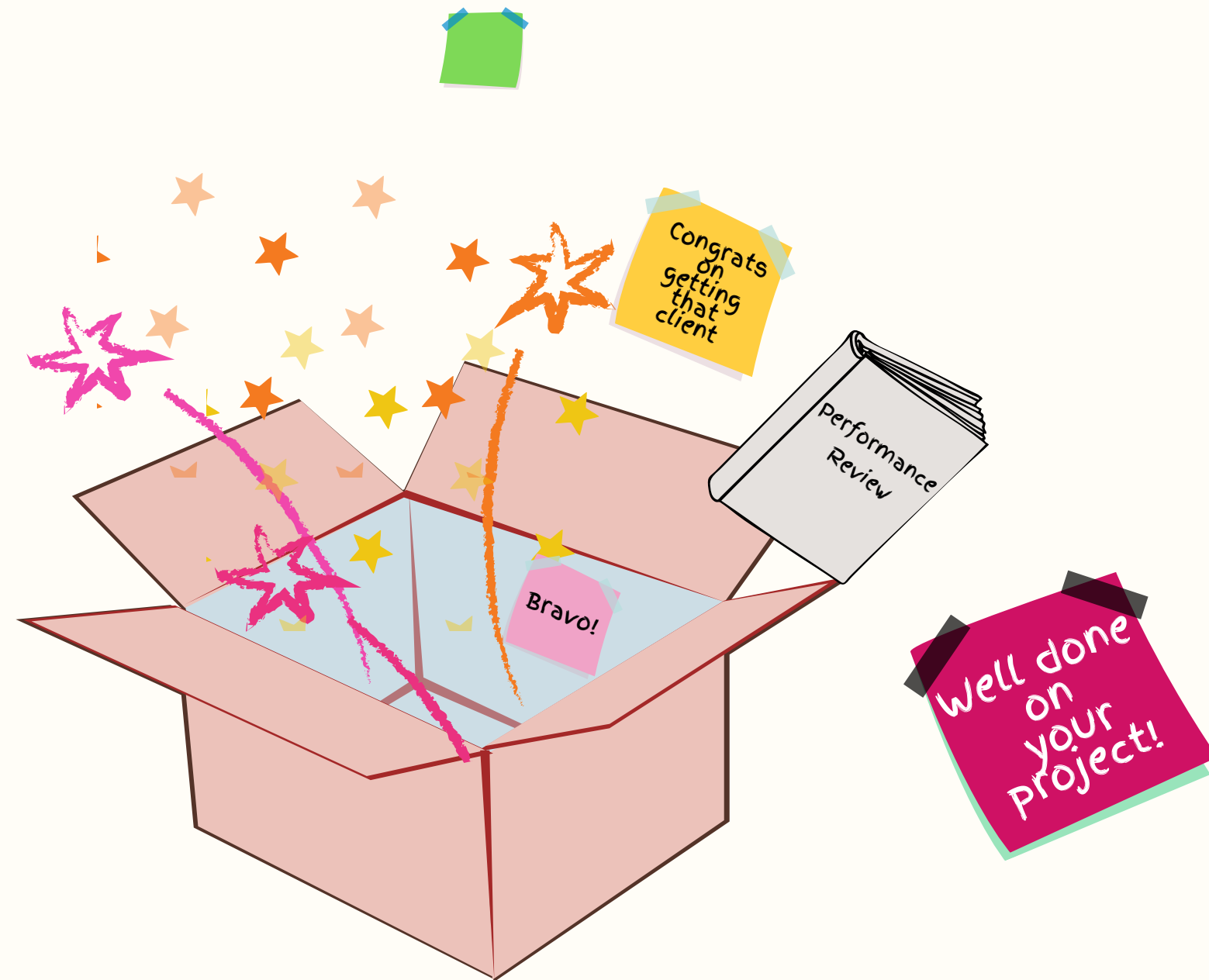
Own your wins.
Just say "Thank you" or "Thank you, I appreciate the compliment"

How do you perceive your abilities?

List the strengths that can come in handy to overcome the obstacle the Imposter has set for you



Create your "Box of Wonders"



Gather some examples of good work you have done, praise you have received, and positive performance reviews and keep them together.

Return to them when you are feeling low.

Remember:

Nobody knows everything.

It is normal not to know everything.

You're learning every day.

Everybody feels out of their depth sometimes.

Thank you for participating



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Any Questions?

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