

Embracing Imposter Syndrome

Presented by:

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WHAT IS IMPOSTER SYNDROME?

“Imposter syndrome (also known as imposter phenomenon, fraud syndrome, perceived fraudulence or imposter experience) describes high-achieving individuals who, despite their objective successes, fail to internalize their accomplishments and have persistent self-doubt and fear of being exposed as a fraud or imposter.”

Kolligian J, Jr, Sternberg RJ. Perceived fraudulence in young adults: is there an "imposter syndrome"? J Pers Assess. 1991;56(2):308–26.



THE IMPOSTER SYNDROME CYCLE

ACHIEVEMENT RELATED TASK

Triggers feelings of self-doubt and worry (eg fear of failure or being discovered as a fraud).

OVER PREPARATION OR PROCRASTINATION (OR BOTH)

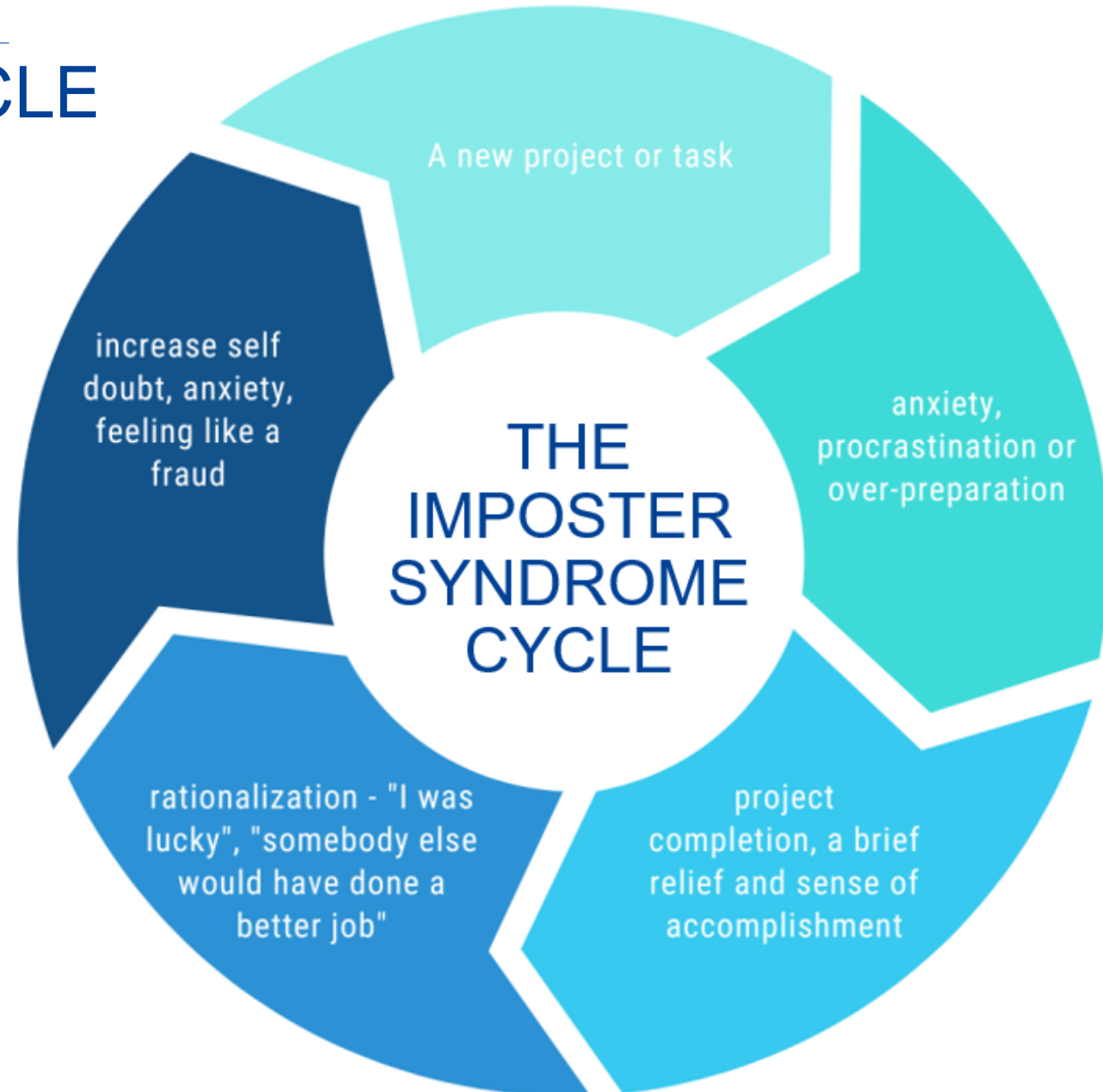
Coping mechanisms to deal with the worry or self doubt

POSITIVE FEEDBACK IS DISCOUNTED

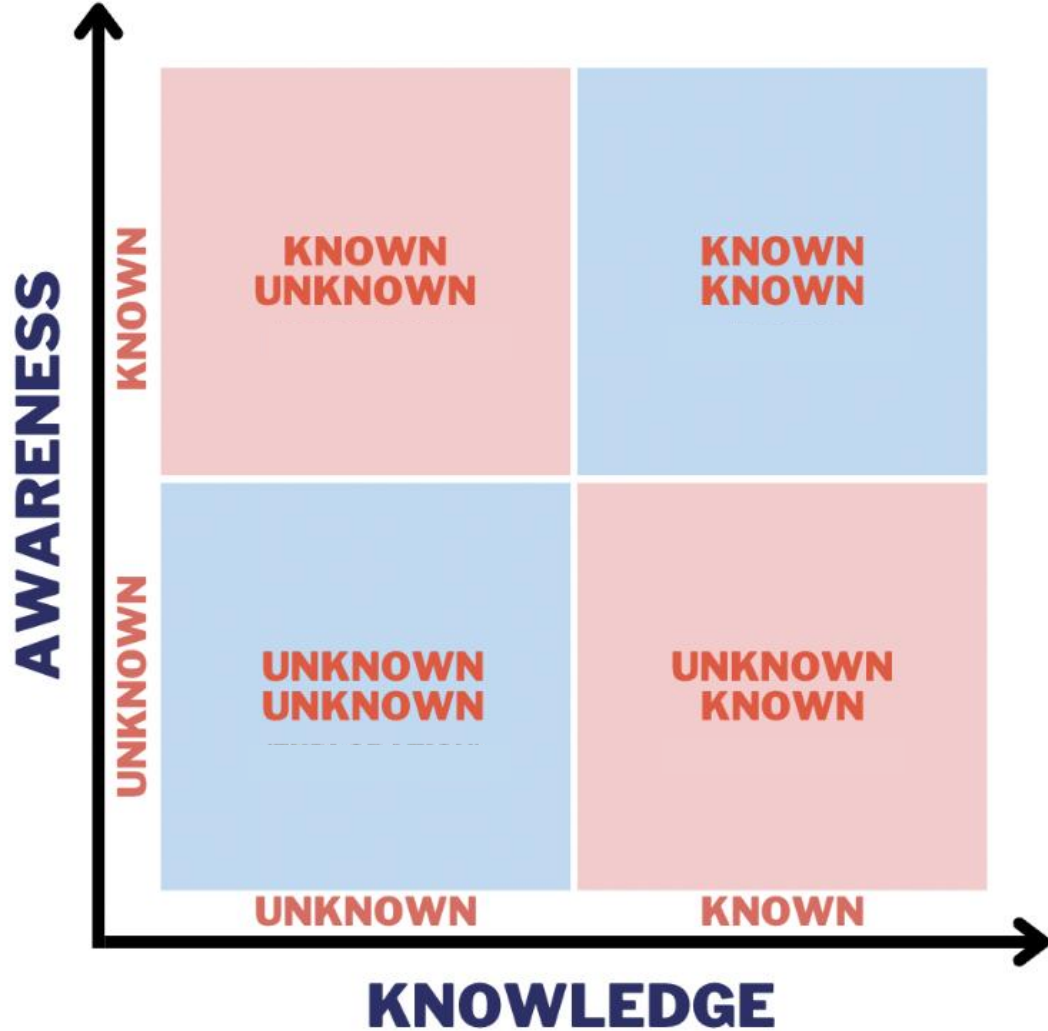
Successful completion of the task is attributed to 'imposter behaviour' (eg overworking or luck)

FEAR OF BEING FOUND OUT AS A FRAUD

Feelings of self-doubt and worry increase



FROM KNOWLEDGE TO AWARENESS

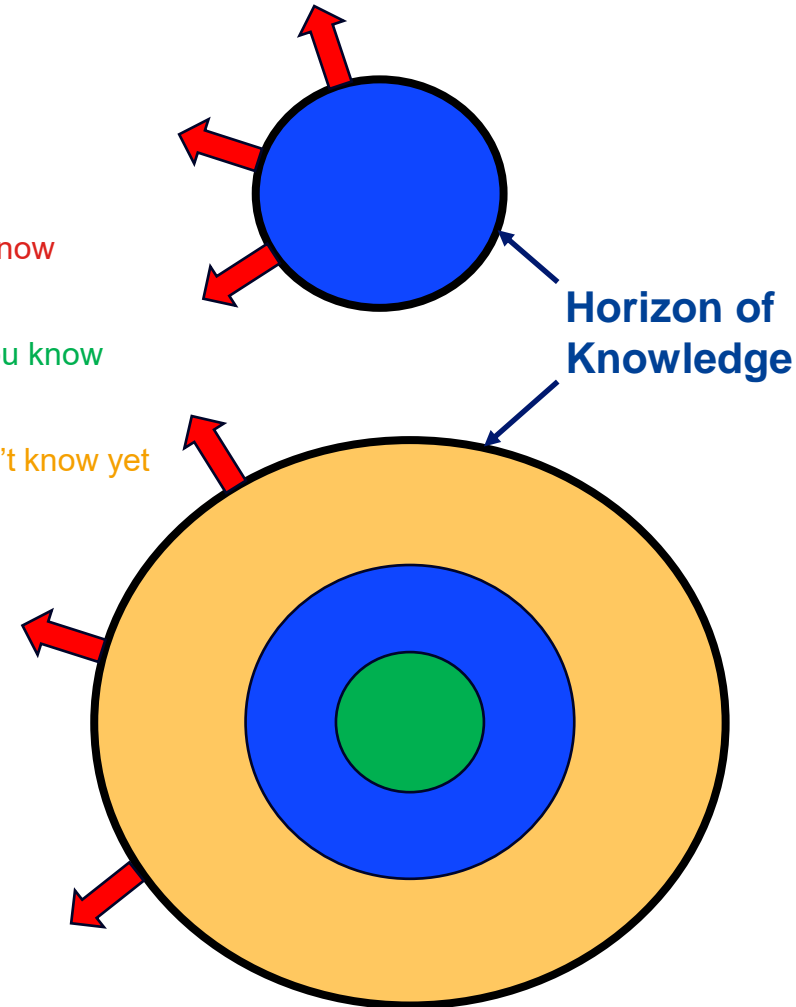


KNOWN KNOWN
You know what you know

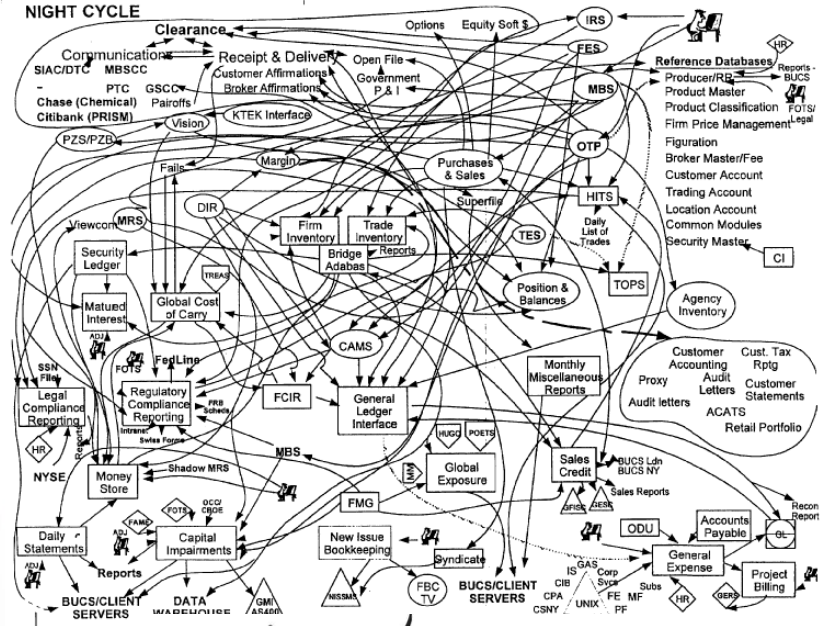
UNKNOWN UNKNOWN
You don't know what you don't know

UNKNOWN KNOWN
Things you don't even realise you know

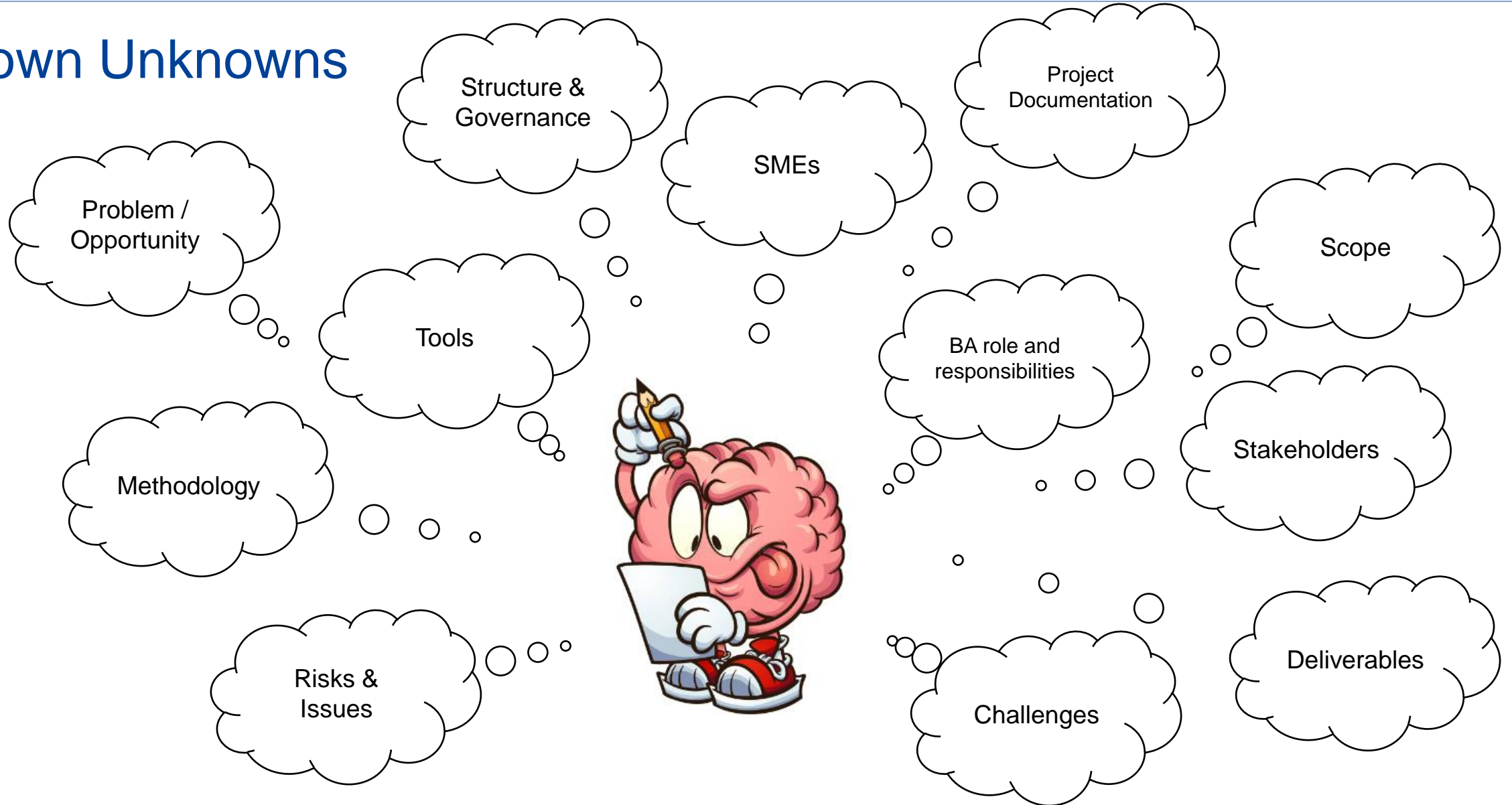
KNOWN UNKNOWN
Things you are aware of but don't know yet



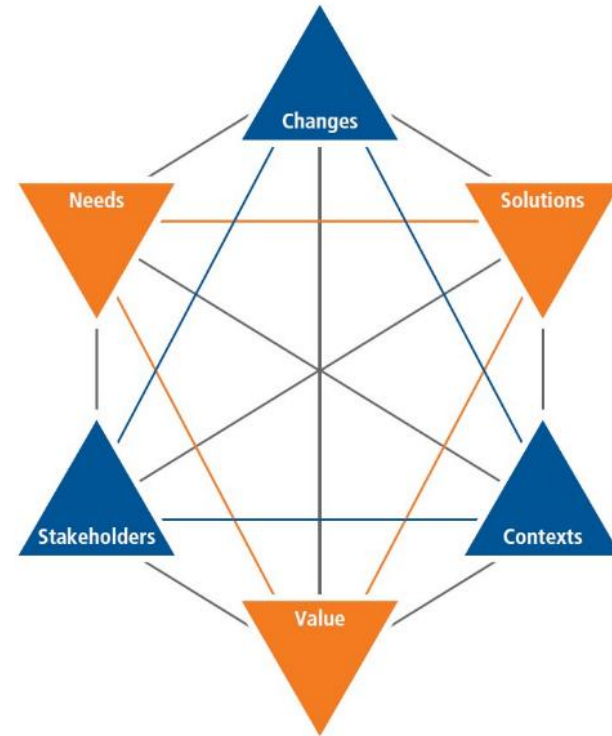
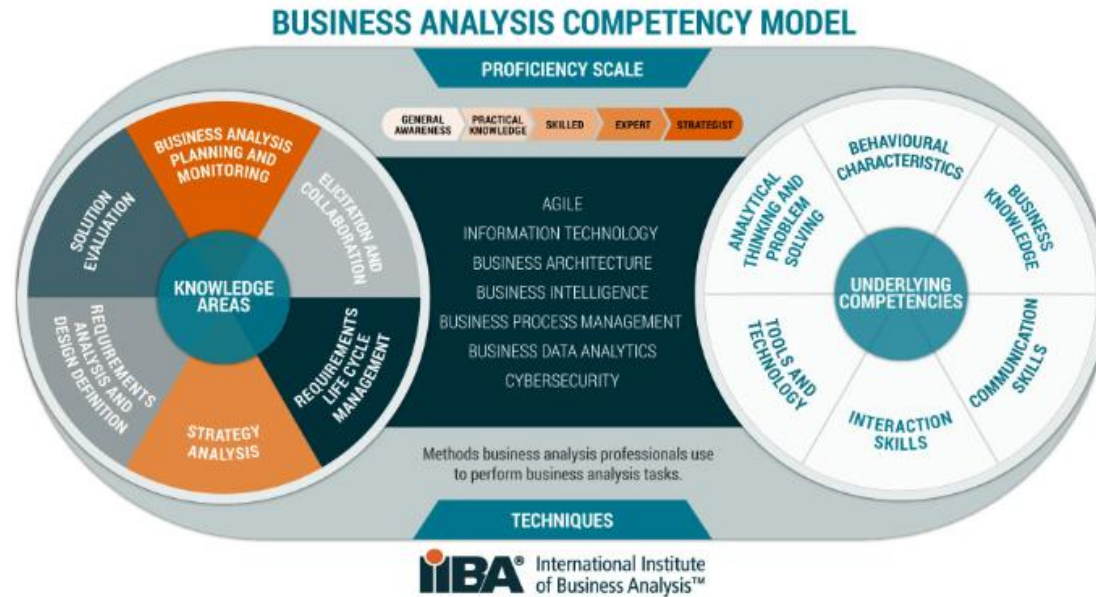
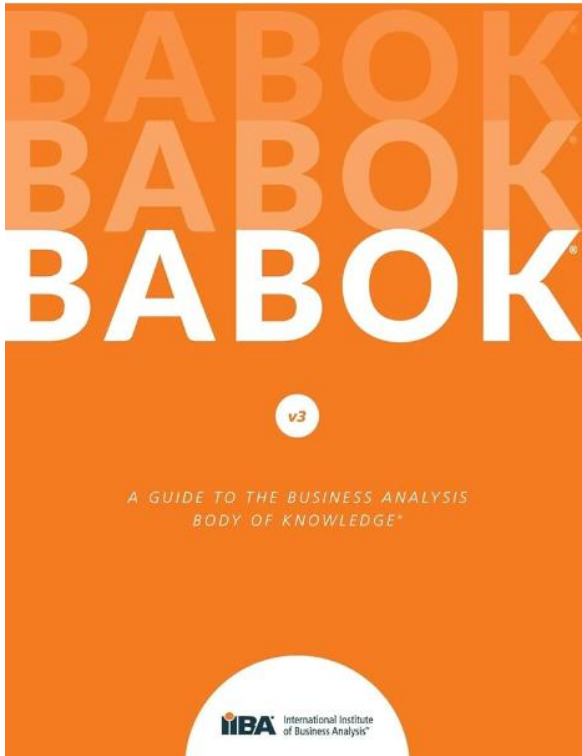
CHAOS!



Known Unknowns



TRUST IN THE PROCESS



EMBRACING IMPOSTER SYNDROME

| IMPOSTER SYNDROME EFFECT | FROM | TO |
|--|----------------------------------|---|
| ACHIEVEMENT RELATED TASK | Fear of failure | Excitement about growth <i>Plan approach</i> <i>Clearly define and understand needs and outcomes</i> <i>Discuss with others who have previous experience</i> |
| OVER PREPARATION OR PROCRASTINATON (OR BOTH) | Analysis paralysis | Agreed plan and outcomes <i>Detailed analysis approach with clear scope and milestones to follow and deliver</i> |
| POSITIVE FEEDBACK IS DISCOUNTED | "I was lucky" | "I followed the process and used my experience and knowledge to deliver a high quality outcome. I did a good job." |
| FEAR OF BEING FOUND OUT AS A FRAUD | Feelings of self-doubt and worry | Confidence that there are processes to follow to put a structure in place which will ensure success |



IT'S YOUR SUPERPOWER!



I'm regularly asked how to overcome imposter syndrome. And my answer is, that you don't 'overcome' it at all. Imposter syndrome is a superpower – a sign you're outside of your comfort zone. And we all know that's where the magic happens!

We must all learn to embrace our inner imposter as it challenges us to better ourselves until we no longer feel uncomfortable.

If you don't experience imposter syndrome, you are standing still. Great leaders thrive and grow when living naturally in the environment of imposter syndrome.

Jeff Dewing, CEO of Cloud

NRI

Questions?

Thank you!