



Who's the Imposter?

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Read This Again...



Describe Imposters





Why Now?

- ▶ The re-set of 2020
- ▶ Ironically, studied since the late '70's
- ▶ We all have the power to change our self-concept.




Definition

- ▶ Internal experience of feeling you are not as qualified as others think
- ▶ Fraud – just luck
- ▶ Not being able to deliver to the imagined standards.



The facts:

- This affects 70%, both men and women
 - Psychologists --1970's Pauline Clance and Suzanne James.
 - Minorities are highly vulnerable to suffering from imposter syndrome.
 - Dunning-Kruger Effect – the more you become skilled the more you feel like a fraud.
- 

How Imposters Show Up



The Perfectionist






Another way to think of this...



Excellence is a
value.
Perfectionism is
an insecurity.



The Expert



The expert at anything
was once a beginner.

Helen Hayes

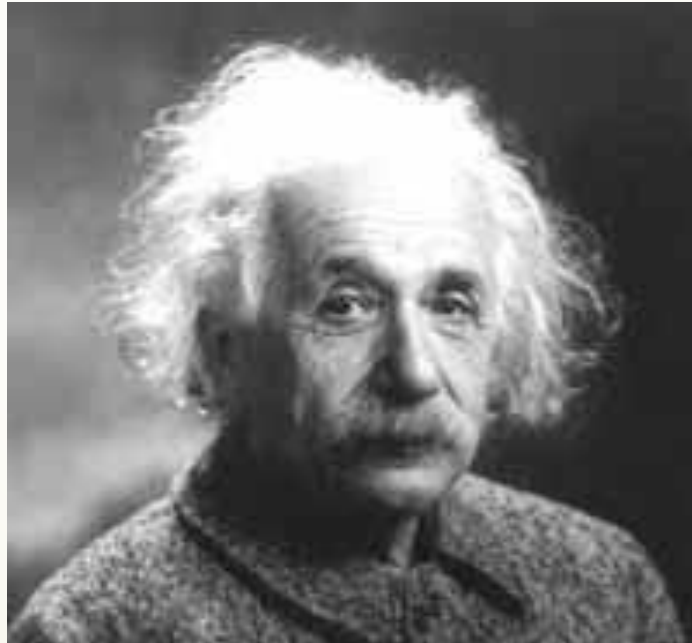
The Soloist



Superman / Superwoman



Natural Genius




New Pair & Share –





The Side Effects/Signs

- Depression
 - Anxiety
 - Frustrations, due to inability to accomplish self-defined targets
 - Low/Lack of self-confidence.
- 

The Perfectionist



- ▶ Thank you for pushing me to be better
- ▶ I am a work in progress

The Expert



- No one can know everything
- Fill-in each others gaps

The Soloist



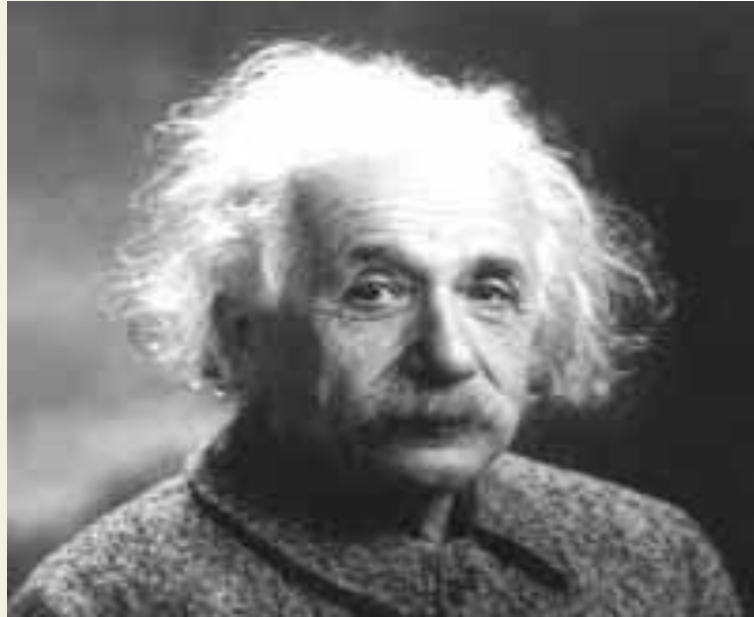
- Learn to lean-in and ask for advice

Superman/Superwoman



- ▶ You deserve a break
- ▶ What does self-care look like for you?

Natural Genius




- FAIL =
- First, Attempt,
In, Learning

Take Away





Power of the Pause

- Catch the Thought
 - Pause
 - Think
 - Chose your Action
 - “Toothpaste Tube”
- 



The Power of *Yet*

➤ Write in the future tense...

Who will you become?

➤ Claim your future

➤ If you can see it, you can be it



Resources

- Imposter Syndrome, Paul Kembly 2019.
- Pauline Clance and Suzanne Imes, 1978
- Clance, P. R., & Imes, S. A. (1978). The imposter phenomenon in high achieving women: Dynamics and therapeutic intervention. *Psychotherapy: Theory, Research & Practice*, 15(3), 241–247.



It Remains My Pleasure...

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