



IMPOSTER SYNDROME

About 70% of professionals experience imposter syndrome at some point in their careers. Even if others think we're successful, accomplished or credible, that external perception doesn't matter. When we think we don't belong, are afraid of getting found out, feel that we're not good/clever enough or attribute our success to luck, those thoughts and feelings create stress, fear of failure, loss of confidence and performance anxiety.

This negatively impacts us, our teams and plays out in the workplace as procrastination, perfectionism, indecisiveness, afraid of taking risks, micromanagement, weak boundaries and poor work-life balance.

The way to overcome this is to operate in facts and truths and **not feelings**. As we explained in our [Positive Mindset worksheet](#) the negative beliefs we have about ourselves create our negative feelings. It's time to reframe some of those old thoughts and get honest about the reality!



DEALING IN TRUTHS AND FACTS

Which of your success are you not taking ownership of?

Make a personal success inventory. List your key achievements.

And for each: make a note of your skills, capabilities and personal qualities that contributed to your success.

Define what does success mean to you?

Ask yourself: What do I need to have, who do I need to be and what do I need to do in order to be successful?

Ask yourself: I am not worthy of my current successes because

I have not done_____; I am not_____; and do not have_____

Now, take a step back and objectively assess your two previous answers. What are the truth and facts in what you have written? If you find it hard to shift perspective ask yourself how a colleague or friend would assess your responses. Try and approach this as a curious anthropologist looking to discover a new perspective.



CELEBRATE YOUR STRENGTHS

Instead of focusing at your weakness (which we know is easy to do!) and then finding ways to reinforce your negative beliefs we want you to objectively state all your **strengths**. Do this quickly in 10mins. If you spend a long time on the list, your saboteur will jump in and hijack the process. We love to 'prime' ourselves before doing exercises like this. It helps shift our energy.

What are the things you do well? What did you do to develop these strengths?

Review the list above and consider what you've overlooked from that list. Add additional strengths to your list.



SECONDARY GAIN

Sometimes when we want to change we need to acknowledge what we're are loosing. No matter how unhealthy or destructive a pattern is, sometimes there is a secondary gain in having it. For example, if you tell yourself that you can't write well, and despite knowing how much freedom it could give you to believe that you could express yourself easily, what you gain is that you simply don't have to try. It means that you won't be rejected, you can set expectations low so you don't disappoint anyone or yourself. Trying might mean failing and then you'll only reinforce your belief that you're not clever.

So ask yourself:

How has the Impostor Syndrome been serving me?

What do I get to lose if I let go of feeling this way?



PERSONAL MANIFESTO

Write a personal manifesto of your new commitment to yourself and how you plan to show up in your career with this new awareness.

Your manifesto should be something that you can connect to on a level of feeling and emotion; and that you will be able to easily remember. If you're musical you might want to turn it into a song or or perhaps you're more of a wordsmith so a poem feels more fitting or maybe you're someone who enjoys drawing and if so make it a picture. Find whatever works for you.

Once you have your manifesto and the representation of that, place it somewhere where you can remind yourself of it every day for at least two months. Recruit someone to hold you to account to live in alignment with your manifesto. Or set up a process like a swear jar where you make a deposit every time you operate from this new perspective. And then do something to celebrate YOU with the money you save.

If you need an example check out [our manifesto](#).



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