

KNOW HOPE
MIND & LEADERSHIP

225 | IMPOSTER SYNDROME: TIMELY INSIGHTS AND PROVEN STRATEGIES TO ADDRESS ONE OF THE NATION'S MOST OVERLOOKED MENTAL HEALTH ISSUES

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LEARNING OBJECTIVES

- Identify Impostor Syndrome types and common triggers and recognize the high cost of Impostor Syndrome on individuals' quality of life for both the coach and client
- Assess hidden causes and catalysts of Impostor Syndrome and determine how modern-day challenges, pressures, and complications contribute to Impostor Syndrome
- Develop strategies and establish a toolbox of artifacts and techniques for coping with and combating Impostor Syndrome to feel more successful and fulfilled at work and in life

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DEFINITION

"Impostor syndrome can be defined as a collection of feelings of inadequacy that persist even in face of information that indicates that the opposite is true. It is experienced internally as chronic self-doubt, and feelings of intellectual fraudulence."

Feeling like a phony, a fake, a fraud? Living in constant fear that you will be exposed?
Believing that all your success is due to chance? Wondering when everyone is going to figure out that you don't belong?

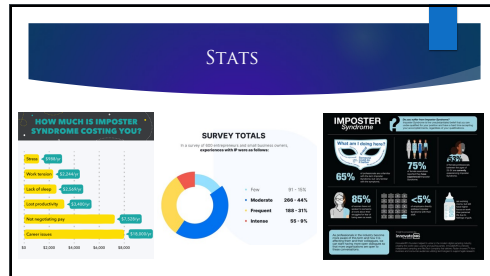
<https://www.learning.csbtech.edu/jenesis/116/usa48@resources/cheatpostor>

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STATS

- According to the American Psychological Association, nearly 70% of U.S. adults may experience Impostor Syndrome at least once in their lifetime.
- According to the American Psychological Association, nearly 25% of U.S. adults suffers from Impostor Syndrome

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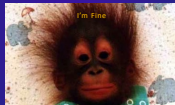
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WHEN DOES IT OCCUR...

Imposter syndrome rears its head at the most unhelpful times: on stage, at parties, in new jobs, after promotions. It's particularly common among young adults in their first decade of work – even, and perhaps especially, in those stepping into their first management and team leadership roles. Lingering questions feed our insecurities: "What if I haven't got what it takes? What if my being here is a mistake? What if someone finds me out?"

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WHO IS MOST AT RISK



YOU!!!!

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JODI FOSTER

Academy Award winner Jodi Foster said OS Mattered she found that love to give her Oscar took after winning her award for 'The Accused'.

"I thought it was a fluke," she said in the interview.

"It was the same way when I walked on the campus at Yale. I thought everybody would look at me, and they'd look like Chewbacca. They'd cluster in the bushes, peeking on the door. 'Excuse me, we mean to give that to someone else. That was going to Meryl Streep.'"



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MAYA ANGELOU

The American author and poet says 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."



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MERYL STREEP

The seven Academy Award and Golden Globe nominated actor in history told Ken Burns in an interview, "You think, 'Why would anyone want to see me again in a movie?' And I don't know how to get anyone to 'why am I doing this?'"



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DON CHEADLE

"All I can see is everything I'm doing wrong that is a sham and a fraud," he said.



Photo: Don Cheadle arrives at the world premiere of Paramount's 'Boyz n the City' and Warner Bros.' 'Boyz n the City' in New York City, NY

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MIKE MYERS

At any time I still expect that the no-talent police will come and arrest me.

Mike Myers



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WILL SMITH




I still doubt myself every single day. What people believe is my self-confidence is *actually* my reaction to fear.

Will Smith

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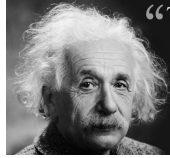
TOM HANKS



No matter what we've done, there comes a point where you think, 'How did I get here?'

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ALBERT EINSTEIN



“The exaggerated esteem in which my lifework is held makes me very ill at ease. I feel compelled to think of myself as an involuntary swindler.”

Albert Einstein


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MARK CREAR



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MICHELLE OBAMA



Michelle Obama has said she still feels "impostor syndrome"

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PEOPLE IN THE BIBLE WHO SUFFERED FROM IMPOSTORS SYNDROME

- Moses – Unworthy
- Ruth – Fake imposture
- Mary - unworthy
- Peter - Phony

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SYMPTOMS OF IMPOSTOR SYNDROME



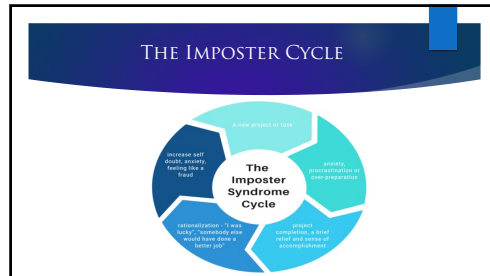
TO GET THE PRESENTATION: MARK@MARKCREAR.COM

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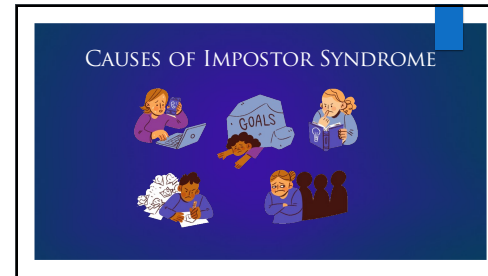
SIGNS YOU STRUGGLE WITH THE IMPOSTER SYNDROME

- Do you mistrust the compliments people give you?
- Do you feel unworthy of success?
- Do you feel that you got where you are by luck or chance?
- Do you struggle with anxiety or depression?
- Do you underestimate your competence and skills?
- Do you criticize yourself even after others give you praise?
- Do you sabotage your success?
- Do you set unrealistic goals and expectations for yourself?

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- ### CAUSES OF IMPOSTOR SYNDROME
- **Pressure**
 - Parental expectations.
 - Peer pressure.
 - **Existing mental health conditions**
 - Low Self Esteem
 - **Societal Biases**
 - Race
 - Gender
 - Workplace

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- ### CAUSES OF IMPOSTOR SYNDROME IN SOCIETY
- Societal messages that people of color don't belong, such as being followed by security while shopping
 - Internalization of various microaggressions, such as being asked, "Why are you flying in first class?" or the assumption that Black students were accepted into college on athletic scholarships
 - Lack of representation in elected office and the media

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CAUSES OF IMPOSTOR SYNDROME IN THE WORKPLACE

- Lack of representation in senior leadership roles: Only 3.2% of senior leadership roles at large, U.S.-based companies are staffed by Black & minority (women) professionals, according to a 2020 Coqual study.
- Prejudicial attitudes: 58% of Black professionals report having experienced racial prejudice in the workplace.
- Performance expectations: Approximately two-thirds of minorities & women professionals feel they need to work harder to advance.
- Lack of support: minorities professionals may lack access to higher-level managers and professional development resources, and may also experience wage gaps.
- Workplace environments: Workplace culture is often built around dominant white identities, making it difficult for Black people to fit in socially.

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WAYS YOU CAN FEEL LIKE A FRAUD

- No big testimony
- Second marriage
- MFT vs PhD
- Guilt
- Outfit
- Flying first class on Mileage
- Church – Spiritual Imposture Syndrome
- Biggest is FEAR...

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IMPOSTOR SYNDROME PREVENTION, MANAGEMENT & TREATMENT

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CREATE A "BRAG-ON-ME" LIST

If you struggle with impostor syndrome, create a list of your accomplishments and attributes. Do you have skills or qualifications, such as speaking a foreign language, that your colleagues don't? You may want to compile awards, diplomas, or accolades you've received in a "brag book" to review before a job interview or annual review.

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PRACTICE POSITIVE SELF-TALK

Lots of people repeat sayings to themselves, which psychologists call scripts. Although some scripts are positive ("I can do this!" before a tough workout), others are negative. If you fall into saying things to yourself that you would never say to a friend or colleague, stop, regroup, and shift your inner mono

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OWN YOUR ACCOMPLISHMENTS

professionals who struggle with impostor syndrome may be quick to attribute their success to others. Instead of saying that the only reason you accomplished a task was because of luck or help from a colleague, recognize your own efforts. If you struggle to do this, every evening make a list of all that you accomplished that day. This can be a powerful tool for building self-confidence.

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ACCEPT THAT IT'S OK TO MAKE MISTAKES

Impostor syndrome and perfectionism often go hand in hand. Although wanting to exceed others' expectations is healthy, striving to be perfect is not only unrealistic, it can spur anxiety and exhaustion, and enhance the sense of being an impostor. Accept your failings, and understand that making mistakes is OK.

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SEEK OUT SUPPORT RESOURCES

One way to gain confidence is to seek advice from others who have overcome challenges, including through books, podcasts, and websites

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Feelings are not facts... but the word of God is
2 Timothy 1:7 For God hath not given us the spirit of fear; but of power, and of love, and of a sound mind.

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CONCLUSION

Overcoming impostor syndrome can be difficult, but it's not impossible. Accept your skills, accomplishments, and that your voice deserves to be heard. When you make mistakes or feel unworthy, talk to people you trust about what's harming your confidence. Focus on the facts, such as your qualifications, instead of your feelings. Flip your script from negative self-talk to positive affirmation. Remember, the most important tip in growing past impostor syndrome is to shift your perspective.

Don't be afraid. I am with you.
Don't tremble with fear. I am your God.
I will make you strong, as I protect you with my arm
and give you victories. Isaiah 41:10 (CEV)

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Any Questions

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