

5 STEPS TO HELP YOUR TEAM MEMBERS OVERCOME **IMPOSTER SYNDROME**

5 STEPS TO HELP YOUR TEAM MEMBERS OVERCOME IMPOSTER SYNDROME

YOU'LL LEAVE TODAY'S LUNCH WITH:

- What is imposter syndrome?
- Who gets imposter syndrome?
- Signs to spot imposter syndrome in your team
- Impact of imposter syndrome
- The 5 steps to overcome imposter syndrome
- 3 case study examples so you know how to implement the imposter syndrome solution
- The formula to use to overcome imposter syndrome wherever it pops up

BridgeView



HI, I'M MELISA

I'm an executive coach who's an expert at helping tech leaders and independent consultants get out of their own way, to achieve their BIG professional goals.



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WHAT IS IMPOSTER SYNDROME?

- It's a specific form of intellectual self-doubt
- A pattern where **someone doubts their skills, talents or accomplishments** and is **afraid of being exposed as a fraud**
- It's also referred to as fraud complex
- I'll share the link to an *easy 10 question test at the end*



WHAT TYPES OF PEOPLE GET IMPOSTER SYNDROME?

Reports suggest ~70% of people experience imposter syndrome at some point in their career

What about you, have you experienced imposter syndrome? Do you notice imposter syndrome showing up in your team?

- Ongoing?
- Situational?



WHY IT MATTERS – THE INDIVIDUAL IMPACT

— — —
People hide and/or overcompensate:

- Day-to-day effectiveness
- Job satisfaction
- Impact
- Professional growth



WHY IT MATTERS – THE IMPACT TO YOUR TEAM

— — —
People hide and/or overcompensate:

- Stymies innovation and collaboration
- Leads to interpersonal conflict
- Reduces bench strength
- Hinders scaling of your organization



DOES YOUR TEAM MEMBER HAVE IMPOSTER SYNDROME?

What they're thinking:

- **Afraid that others will discover** how much knowledge or ability they really lack
- Compare their ability with that of those around them and **think they may be more intelligent, or somehow more deserving**, than they are
- Afraid that people who are important to them will find out that **they're not as capable**
- Think they've obtained their present position or gained success because they **happened to be in the right place at the right time, and/or knew the right people**



THE SIGNS

- Hesitating
- Defensive
- Judgmental
- Seek validation
- Discounting the importance of what they've done
- Avoiding building relationships with key stakeholders
- Not raising their hand for key projects, initiatives

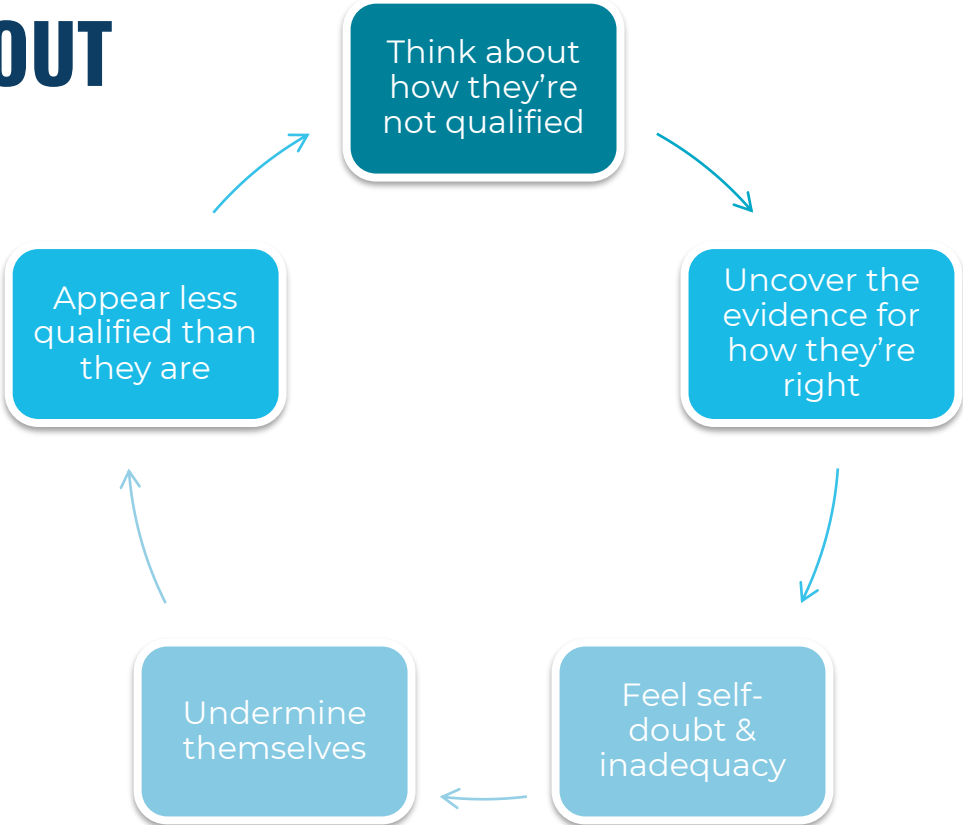


ALSO WATCH FOR – SITUATIONAL IMPOSTER SYNDROME

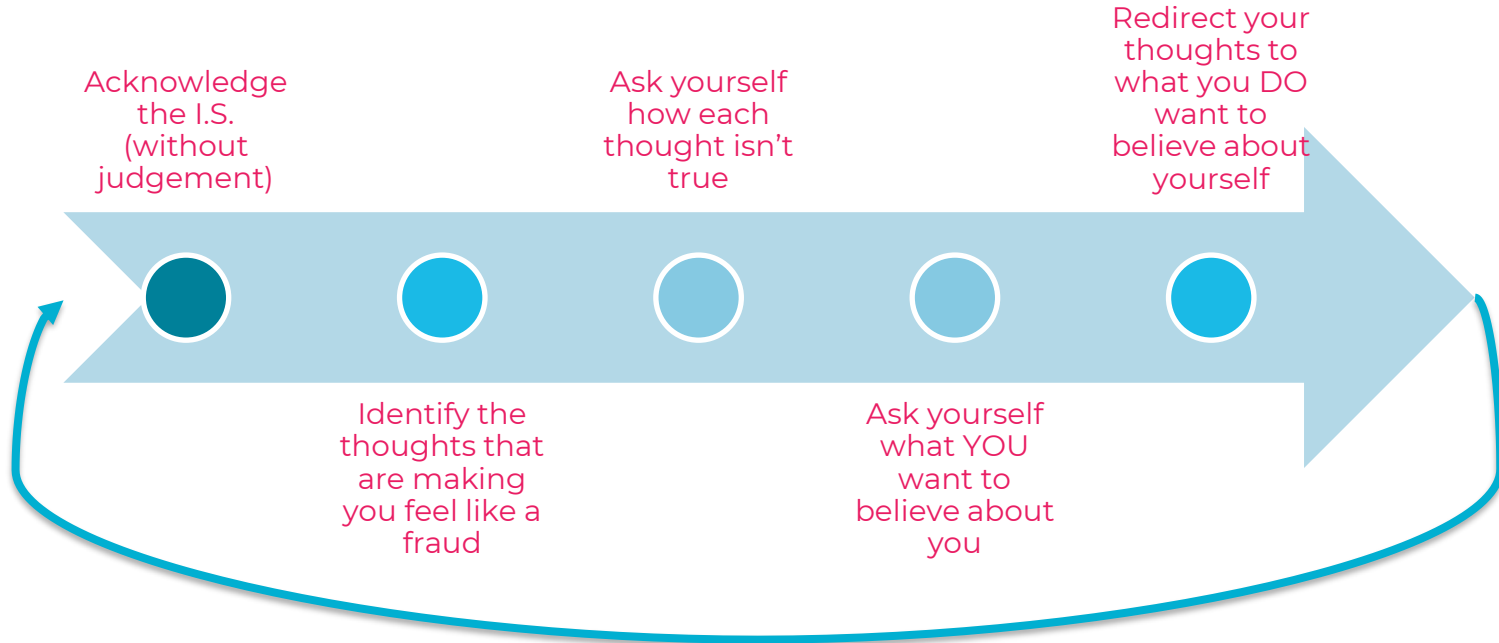
- Maybe your team member is generally confident and secure
- But, they feel like a fraud in certain situations?
 - New, unfamiliar situations
 - High pressure situations
 - When interacting with people they perceive have more power, influence



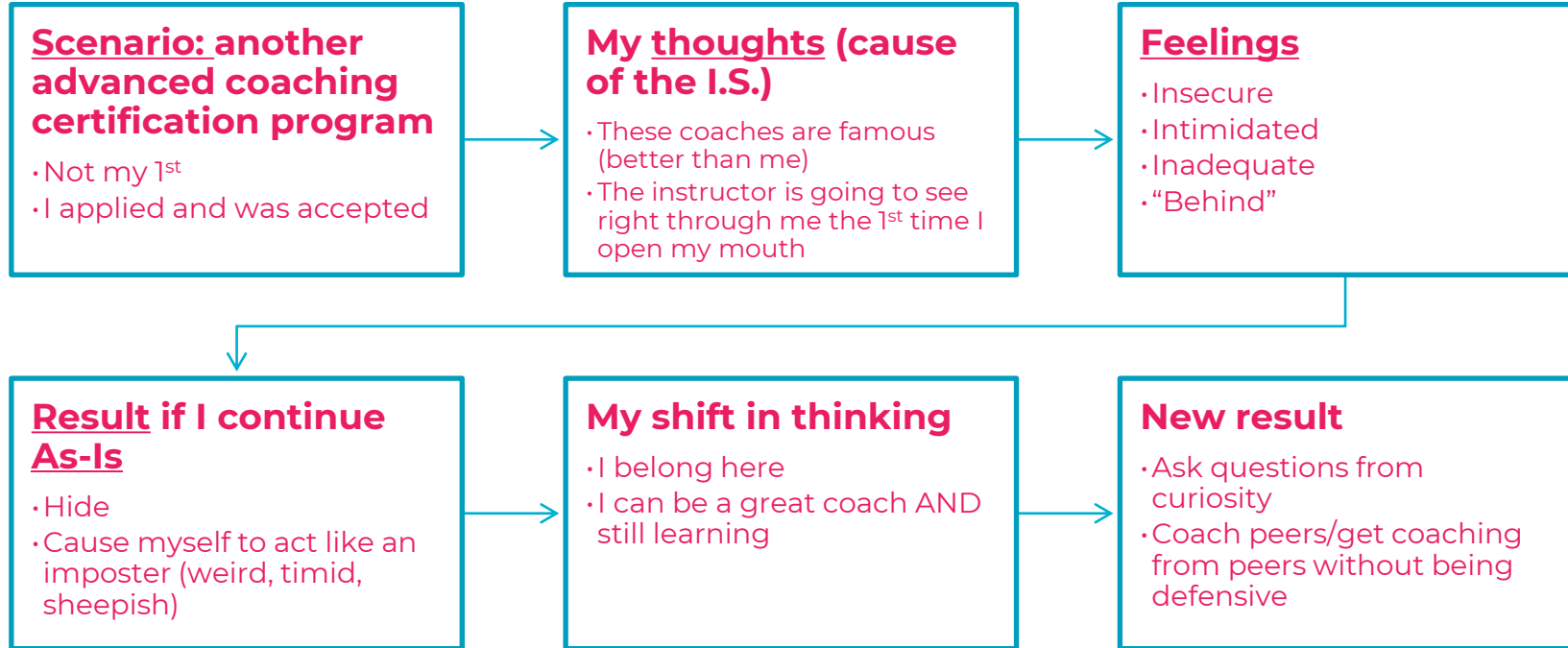
HOW IT PLAYS OUT



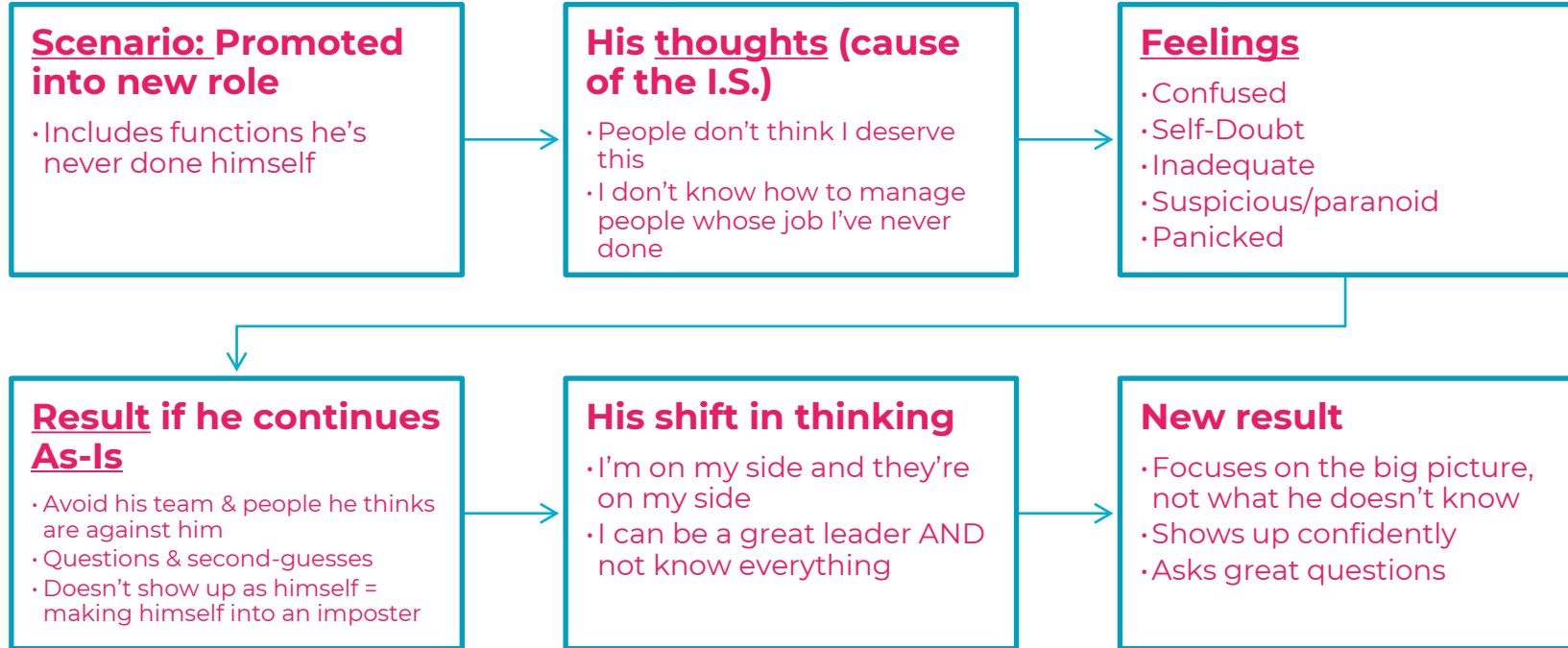
THE STEPS TO OVERCOME IMPOSTER SYNDROME



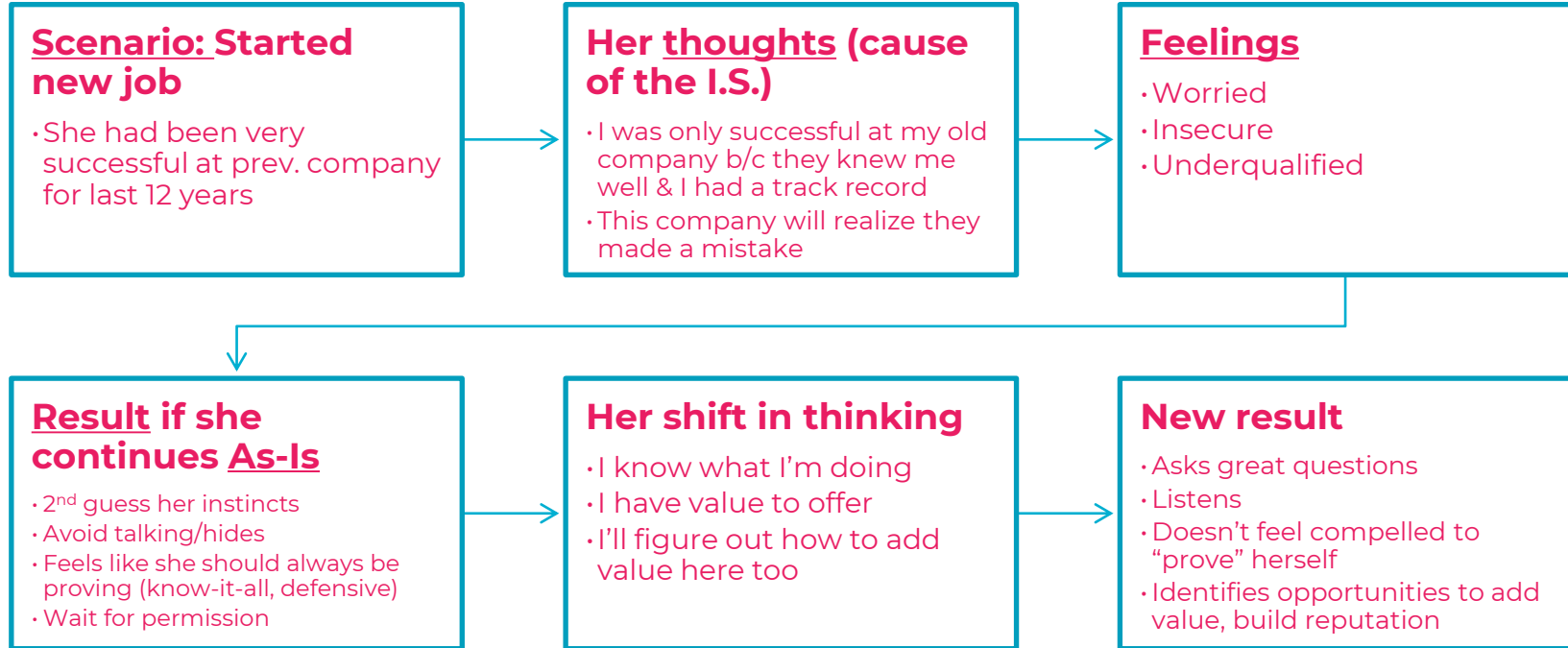
CASE STUDY 1 - ME



CASE STUDY 2 – “JACK”



CASE STUDY 3 – “JANE”



THE 4-PART FORMULA TO COACH SOMEONE THROUGH IMPOSTER SYNDROME

- 1. Ask questions to gauge their confidence level, before/during/after projects and also in performance reviews. Some examples:**
 - Tell me where you perceive gaps in your knowledge for this job/project?
 - Where do you feel you may not be able to fully contribute to this project? And why?
 - How are you not giving yourself credit for what you can/have accomplish?
 - Are you self-sabotaging? Tell me more about this. How and why do you think that's happening?
 - Are you approaching this from a perfectionist perspective? How is that impacting your work?

THE 4-PART FORMULA TO COACH SOMEONE THROUGH IMPOSTER SYNDROME (cont.)

2. **Help them see** where imposter syndrome is impacting their thought processes and outcomes (from awareness vs. criticism); *this relies on building trust with them re: your intentions/motivations*
3. **Walk them through the 5 step formula**, to create high quality thoughts about themselves and their work
4. **Follow-up** to find where the approach is working and not (yet) working for them, **so they can fully/consistently implement it**

Example high quality thoughts for your team:

- I am great at _____ AND it's okay to be learning/growing in this area.
- I'll know so much already, AND I know how to find answers & solutions.



Q&A

Contact

Imposter Syndrome test:

<https://www.idrlabs.com/3-minute-impostor-syndrome/test.php>

Melisa Liberman

- **Connect on LinkedIn** = [melisa-Liberman](#)
- If you'd like additional help, I invite you to a **Career Strategy Call:**
consultMelisa.com

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