

EQ TIP SHEET

DISSOLVING IMPOSTER SYNDROME

Imposter Syndrome is when you feel like you don't deserve your success. You may feel like a fraud or that you don't belong. Or you feel less competent than others believe you to be and that you'll be found out any minute now.



It is a common experience, one that most leaders encounter whenever they are promoted to new projects or higher levels of responsibility. **Recognise that imposter syndrome is just a story in your own mind. One that you can rewrite to restore your sense of self-confidence.**

- Reframe the story you're telling yourself
- Remind yourself of past examples of your ability to learn and adapt
- Remember and honour your past successes
- Refocus on this new challenge with a growth mindset

Start by naming the issue or challenge:

Who am I to think I can... *[insert your challenge]*

Now list past examples of your success in related fields or that required similar skills:

Well, I'm the one who... *[list a past success]*

And I'm the one who... *[list another past success]*

And I'm also the one who... *[and another past success]*

Keep listing examples until you feel a shift.

Recognise effort as your path to mastery. Trust your ability to learn grow and embrace this new challenge with fresh confidence.

*[Adapted from *The Alter Ego Effect: The Power of Secret Identities to Transform Your Life* by Todd Herman]*

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