



Imposter Syndrome

Turning your Inner Critic into your Biggest Cheerleader

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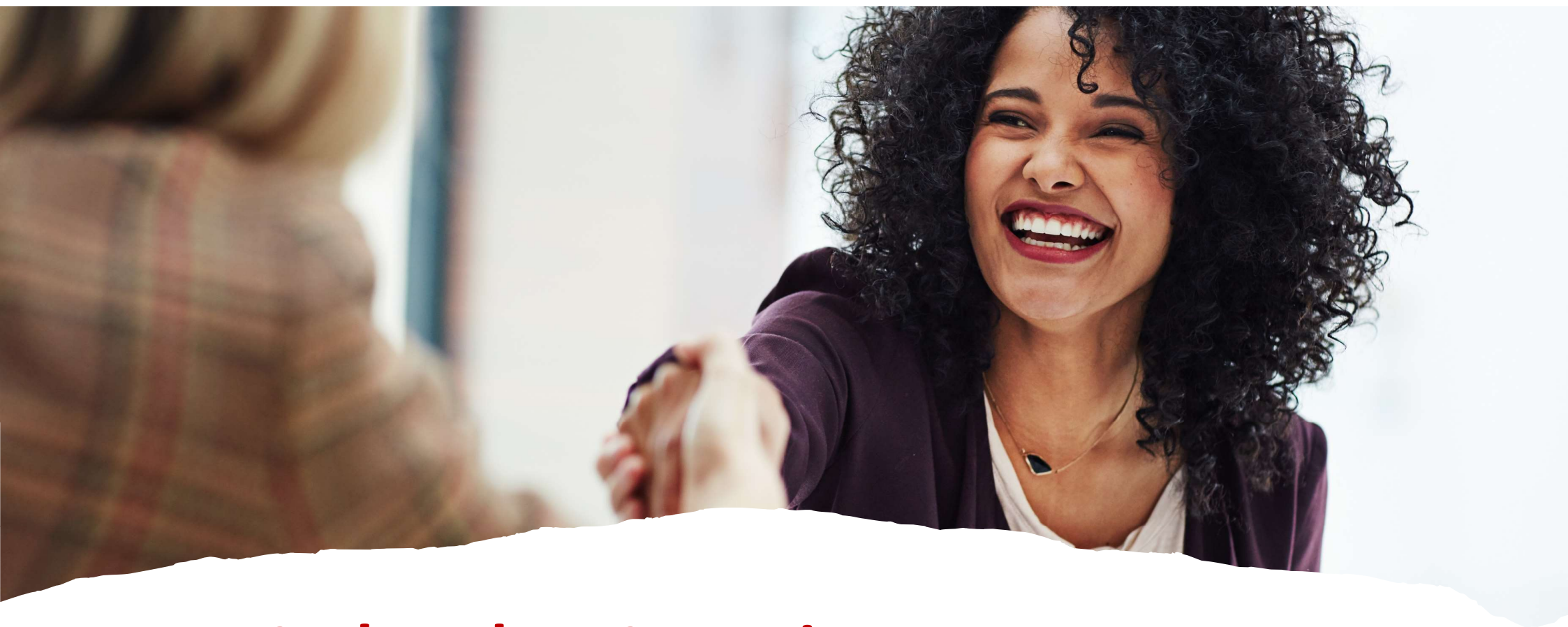
AGENDA

Intro and Imposter Phenomenon

- ✓ Imposter Experience
- ✓ Mindset
- ✓ Perfection
- ✓ Procrastination

Summary and Close





Icebreaker: Interview your Partner

Name & Job Role | 3 Things they like | Ski or Sun

Hobbies | Sports | Language | Colour | Pets | Peeves | Favourite Country

Pre-Event Survey

You would like...

- Feel Confident in own abilities
- Manage Nagging voice
- Tool to help power through
- Practical ways to deal with it
- Manage feelings in front of a group
- Comparisonitis



A 3D rendering of a red puzzle piece standing out from a background of white and blue puzzle pieces. The red piece is in the center, slightly raised, and has a glossy finish. The surrounding pieces are white and blue, also with a glossy finish, and are arranged in a grid-like pattern. The lighting creates soft shadows and highlights on the pieces.

Imposter Experience



Imposter Phenomenon

The **subjective** experience of perceived **self-doubt** in one's abilities and accomplishments **compared** with others, despite **evidence** to suggest the contrary.

Imposter Experience

How it shows up ?

- ✓ Uncertainty and New Ground
- ✓ Heightened Pressure
- ✓ Anxiety and Burn out
- ✓ Lack of Vulnerability,
- ✓ Dunning-Kruger Effect



Imposter Phenomenon

- ✓ Experience Difficulty internalising success
- ✓ High Achieving Women – Research '78
- ✓ Impacts 70% of men and women
- ✓ Cognitive Bias/Distortion
- ✓ Belonging and Intersectional Factors
- ✓ Doubt, Failure, Inadequacy & Shame

Ref: Kakulku,J 2011



Neurodiversity

- Double Masking
- Rejection Sensitive Dysphoria
- Increased Intensity





Pillars of Imposter Experience

Mindset - Perfectionism - Procrastination

Self-Doubt

- ✓ Can be useful, help you excel
- ✓ May be a function of your environment
- ✓ Impacted by gender, ethnicity & belonging

How can you stop it holding you back?



Where do you want to be in 6 months?

- ✓ What is doubt costing you?
- ✓ Why is it not working for you now?
- ✓ Will you commit and do the work?

What would be possible if you managed that limiting self-doubt?



Surprising ways it manifests!

- ✓ Going solo
- ✓ Perfectionism
- ✓ Procrastination

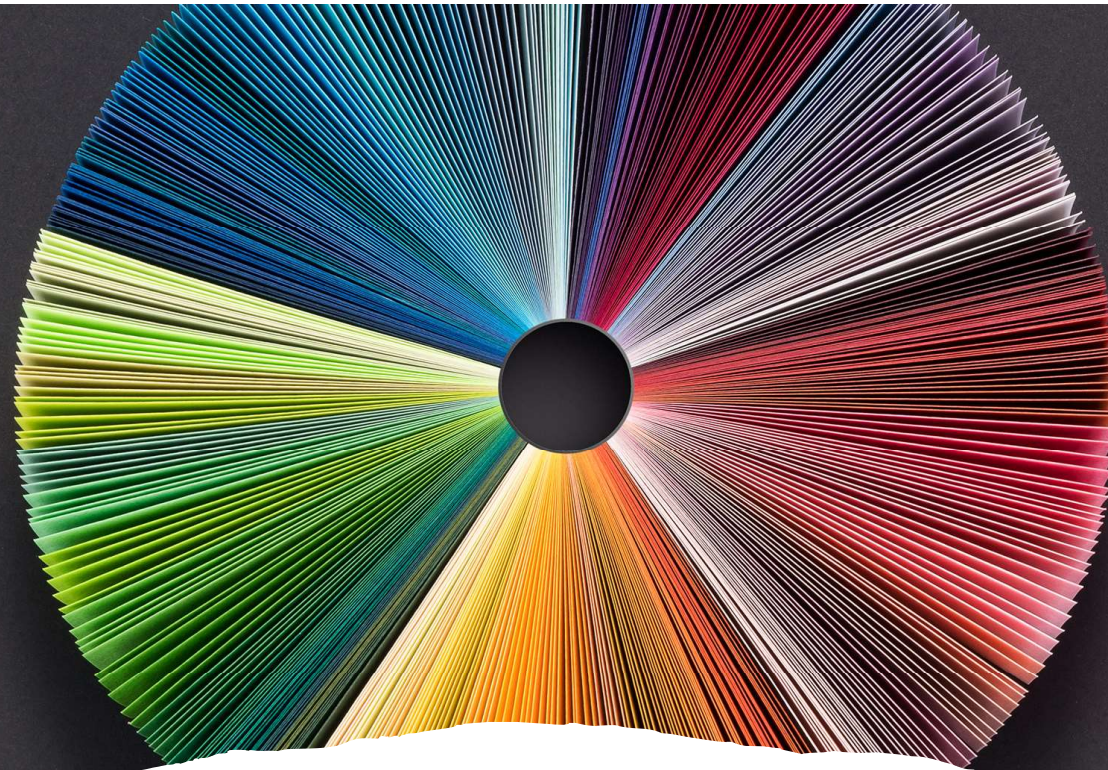


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Imposter Cycle

Perfectionism - Procrastination - Anxiety

A 3D rendering of a puzzle. Most pieces are light blue and flat, but one piece in the center is bright red and stands upright, casting a shadow. The background is a gradient from light blue at the top to dark blue at the bottom.

Mindset

How do you manage Doubt?

What works?

What doesn't work?

What else could you do?

Let's do something about it!





Exercise: Acknowledge it

Notice | What's it saying? | What is the voice?

It sounds like my real voice!

- ✓ Is it always negative?
- ✓ Is it faux factual or realistic
- ✓ Does it tend towards catastrophic thinking?



Think Differently

- ✓ Cognitive bias of your thoughts
6,000 – 70,000 thoughts per day
- ✓ Distinguish between fact & fiction
- ✓ Challenge the fiction with evidence



A hand is shown from the right side, holding a piece of white chalk and drawing a horizontal line on a dark chalkboard. Above the line, the text '100%' is written in white chalk. The chalkboard has a torn white border at the bottom.

100%

Exercise: Acknowledge your Achievements



Let's Refresh!





Perfectionism

A close-up photograph of a hand holding a piece of white chalk, drawing a horizontal line under the text '100%' on a dark chalkboard. The text '100%' is written in a large, slightly shaky, hand-drawn style. The hand is positioned at the end of the line, just finishing it.

100%

Perfectionism

Striving for flawlessness, setting exceedingly high standards of performance alongside ***overly critical*** evaluations of own behavior

Exercise: Perfection Standards



Are your standards higher than others?



Can ***you*** meet your standards?



Can ***others*** meet your standards?



Do your standards help?



What if you relaxed your standards?

A 3D rendering of a puzzle. Most pieces are light blue and are flat against the surface. One piece, in the center, is bright red and is slightly raised, creating a shadow. The puzzle is set against a white background.

Procrastination



Procrastination Strategies

54321 – Ten Minutes – One Thing – Rewards - Deadlines

Exercise: Procrastination Strategies

- ✓ Choose something you put off?
- ✓ What have you tried?
- ✓ What worked previously?
- ✓ What obstacles do you typically face?
- ✓ Would one of these strategies work?



Get Support

Dos	Don'ts
<input checked="" type="checkbox"/> Find an objective person who gets you and your situation too.	<input checked="" type="checkbox"/> Don't assume the best support is a work colleague. It has pros and cons.
<input checked="" type="checkbox"/> Let a select few people know you're experiencing Imposter Syndrome. Build a network	<input checked="" type="checkbox"/> Don't tell everyone in the weekly meeting that you're imposter syndrome is playing up. It could be weaponised against you.
<input checked="" type="checkbox"/> Find someone who can be a cheerleader and supporter for you. Return the favour	<input checked="" type="checkbox"/> Don't engage as much with naysayers and negative people
<input checked="" type="checkbox"/> Book a call with Fiona Kearns She will listen to understand, help you make a practical plan and guide you along the way .	<input checked="" type="checkbox"/> Don't keep struggling by yourself. Life is much better than that and you have so much to offer the world



Discussion



What action are you going to take?

What's next?

- ✓ **Swap your Critic for your Cheerleader**
- ✓ **Get Support**



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About Us

Kearns Consultancy applies Business Psychology principles to deliver organisational change, leadership development and high performing team training. We believe that great leadership is about skills not pre-existing ability and that we can all become better leaders.

Founding Director, Fiona Kearns is a former Tech CEO and an accomplished professional speaker. She is a Certified Business Psychologist specialising in working with leaders on Strategic Confidence.

CEO and Boards: Build Capability for Challenges and Change

Team Performance Building: Leadership & Communication

Keynote Speaker: Book Fiona to speak at your event

