

FOR PROFESSIONALS & LEADERS

**Working with Scaling Companies on
Leadership challenges**



KEARNSCONSULTANCY.COM

DITCH DOUBT

**MANAGE IMPOSTER
EXPERIENCE**

Do you want to ditch doubt, feel confident and play bigger?

Yes, you do. Sadly, you're not good enough. Truth be told, you just got lucky and really aren't that good at all. Some people are very nice and say you're good but you know they're just being polite. If they knew you were winging it a lot of the time, they'd think differently. You doubt yourself and sometimes feel anxious about things. You know lots of people who are much better than you who can do this stuff naturally, but you really struggle with it. Mostly, you're just figuring it out as you go. You wonder when you will be found out. It plays on your mind.

Imposter Syndrome doesn't have to stop you!

What is Imposter Syndrome (Experience)?

Imposter syndrome is a difficulty internalising your success. It's a feeling of being a fraud. It's a fear that you are not enough. It's fear and doubt. It has close links with anxiety and burnout.

Is this you?

It's frustrating and annoying. A part of you suspects you might be good but another part says no you're not. Sound familiar?

How does it show up?

Imposter syndrome isn't just a feeling of being a fraud and being found out, it's much more than that. It's also:

- Not asking for help
- Perfectionism
- Procrastination

What's the objective?

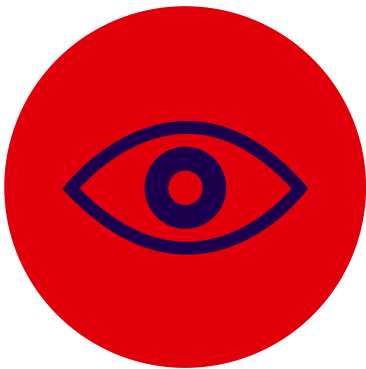
Its purpose is not to sabotage your career and life. Its aim is to protect you. That's why trying to squash or eliminate it is unlikely to work. Instead, it's better to recognise it, understand its motivation and let it know it's safe to leave it to you.



What's the fix?

Wish there was a quick fix for it?

The truth is that Imposter Syndrome is a flawed thinking process designed to protect you. It takes practice to learn to think differently and here are 3 ways to better manage it.



Recognise it

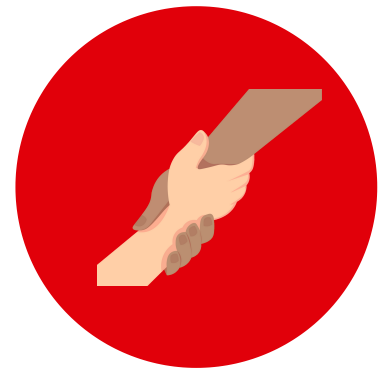
Listen to what you're saying to yourself?
Is it negative?
Is it faux realistic?

Does it sound like your real voice? Begin to distinguish it from your 'real' voice.



Think Differently

Thinking differently, takes practice. Remind yourself you are always learning. Start reframing the way you look at situations.



Get Support

You've tried doing it alone. Now it's time to get support.

Buddy up with someone or work with Fiona to share the mental load, get guidance & win

Exercise 1: Acknowledge it

Getting Curious

In this exercise, you are exploring and learning more about your Imposter Syndrome. Here are some prompts to help you.

- Start noticing what you are saying to yourself.
- What kinds of things are you hearing?
- Does it sound like your real voice?

What to do if you think it's your real voice?

It can be hard to differentiate your own voice from your imposter syndrome. Your real voice can acknowledge your success & good points. Some prompts to help

- Is it always a negative or a backhanded compliment?
- Is it faux factual or realistic?
- Does it tend towards catastrophic thinking?



Tip!

You are not judging or trying to shut it down your Imposter Syndrome, you are curious to learn more

Exercise 2: Think Differently

Imposter Syndrome is flawed thinking

In this exercise, you are considering alternative explanations and interpretations. It's a 3 part process.

- List out your achievement: the facts
- What does your imposter syndrome say about them: Fiction
- Is there an alternative: New fact

Example

FACT: I completed the project on time

FLAWED FICTION: I got lucky there. If it wasn't for Sarah getting involved it would have been a disaster.

NEW FACT: It was right down to the wire but I made it happen with the help of the team.

Now it's your turn to do it!

FACT:

FLAWED FICTION:

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NEW FACT:









Tip!

Look around you, most people experience Imposter Syndrome even the really great people. You're not alone.

Excercise 3: Get Support

You already tried doing it by yourself already but there comes a time when you need support. It isn't weakness to get support, it's strength.

Some do's and don'ts for getting support

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



CREATOR OF CEO CONFIDENT

Fiona Kearns, creator of CEO Confident, crafted a programme that reconfigures your hard-work into the confidence to get the career success you want, not the disappointment you're getting now!

Avoiding and Recovering from Career Injuries

One aspect of imposter syndrome is thinking we have to do it all by ourselves. If you do need support, here are 10 ways Fiona Kearns can guide you.

- Imposter Syndrome: Separate fact from fiction
- Deal with burnout: Stay or Leave
- Go for a promotion
- Manage an entitled legacy team
- Deal with a toxic work place
- Manage a Crappy Boss: including nice but ineffective ones!
- Trouble-shoot difficult conversations
- Power up your CV and LinkedIn Profiles
- Prepare for an executive interview: promotion or board role

Leadership Programmes & Executive Coaching

Fiona understands these challenges & has faced many herself. She helps you apply your skills differently so you can ditch doubt & feel confident going for bigger opportunities. Fiona provides single coaching sessions & on-going programmes. You choose.

Book a complimentary call to discuss your challenges with [Fiona kearnsconsultancy.com/book-consultancy-call](https://www.fionakearnsconsultancy.com/book-consultancy-call)

Resources and Suggested Reading

Would you like to go deeper and explore more material to help manage imposter syndrome.

Dos

Don'ts

- Racism and Bias' impact on Imposter Syndrome
<https://hbr.org/2021/02/stop-telling-women-they-have-imposter-syndrome>
- Let a select few people know you're experiencing Imposter Syndrome. Build a network
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- Don't keep struggling by yourself. Life is much better than that and you have so much to offer the world