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Take The Lead Women Podcast with Gloria Feldt, number 006: **“How to Shuck Impostor Syndrome”** Bonus Worksheet

Thanks for listening to Take The Lead Women with Gloria Feldt. If you enjoyed this episode, please share it with other women, and also with the men in your life who might benefit from it. It's a great way to reach out, re-connect and build your network. This worksheet has the questions and tips I mentioned in the episode, plus some bonus material that may be helpful to you.

Quote of the day to keep you grounded –you can always count on the wisdom of Pooh:

You're **BRAVER** than you believe,
and **STRONGER** than you seem,
and **SMARTER** than you think.

—A.A. Milne, Winnie the Pooh

Yes, you know where this is heading, but believe me, it isn't just a pep talk. Impostor syndrome is a real thing, and 70% of people, male and female say they have it at some time. We feel like we're frauds and someone is surely going to see right through us, like the emperor with no clothes. You have to tangle with it head on before you can shuck the little monster.

So, let's start with some questions only you can answer because these are about your thoughts and feelings. And to continue with the children's literature theme, as Dr. Seuss says, "Nobody is youer than you."

Take your time answering and give these some thought because they will help you work your way through and out of the self-limitations that imposter syndrome can cause you to have.

- How has your personal history—cultural, family, whatever factors you feel are important--influenced your vision of yourself and your abilities?
- When do you or did you experience impostor syndrome? Describe in a few words how/when it presents itself to you. How intense is it on a scale of 1-5, with 5 being most intense?
- When do you struggle with it the most? Is there something that triggers it? Now give it a name and plant a visual image of it in your head. Write that down. Draw a picture if you like.
- When do you feel capable and powerful? Describe a time when that (whatever name you gave your imposter) was **not** present and you sailed through your work or achieved your goal without a lick of self-doubt?
- Some people say that claiming impostor syndrome can be a way of avoiding responsibility. Do you agree? Disagree? Why or why not?
- What's the best lesson you learned about how to build your confidence in an authentic way and shuck your impostor syndrome?

Problem Solving: Emma's Dilemma

Emma has what she calls moderate impostor's syndrome, in that she frequently needs to reassure herself that she is on the right track. She appears to be an incredibly solid manager with little drama and good judgment. But she says, "I don't know if what I'm putting out there is enough. There are other people who might be able to do it better. I'm not an executive yet, so I feel unsure of my decisions sometimes." She asks many questions, so many that her supervisor has expressed concern about her even though her results from a business perspective are excellent.

1. If you were Emma's supervisor, how would you communicate your concerns to her in a way that would lessen her anxiety and reduce her questioning without preventing her from failing to ask important questions?
2. If you were a peer, how would you advise Emma so that she could become more confident?
3. Do you think Emma's concerns rise to the level of impostor syndrome? Why or why not?

Here's a recap of the three tips for you to takeaway and use right now to shuck that nasty impostor syndrome.

1. **Let your impostor syndrome nudge you to higher intentions. Listen to its feedback but don't let it immobilize you—instead, let it motivate you to better solutions and achievements.**
2. **Change your mindset, change your perception of yourself. Your personal best is yet to come, trust me on that one. Changing your mindset enables you to eviscerate the power impostor syndrome has had over you. As the saying goes, she thought she could so she did.**
3. **Physical action such as literally throwing away your picture of your impostor syndrome, envisioning yourself having already succeeded, and positive self-talk reinforcing your strengths are all practices that can reduce or eliminate impostor syndrome. Hence the Pooh quote!**

We hope this podcast and worksheet are helpful to you. Let's connect on social media, where you can tell us how you're taking the lead. Find us On Facebook and LinkedIn at Take The Lead Women, Twitter and Instagram AT-Take-Lead-Women all one word. And I'm @Gloria Feldt everywhere. Tell me what you

liked about this podcast and what topics you'd like me to tackle to help you lead and succeed. I'll give you a shout out if I use your question.

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Here Are More Resources for You!

Take The Lead website: <https://www.taketheleadwomen.com/>

Take The Lead This Week Newsletter <https://www.taketheleadwomen.com/email-signup>

"Feeling Like a Fraud: The Impostor Phenomenon in Science Writing"

<https://www.theopennotebook.com/2016/11/15/feeling-like-a-fraud-the-impostor-phenomenon-in-science-writing/>

May Busch tells how she grappled with limiting beliefs about her physical strength by changing her mindset http://maybusch.com/overcome-limiting-beliefs/?utm_source=mailchimp&utm_medium=email&utm_content=6152018&utm_campaign=engagement.

My Friend and Take The Lead Leadership Ambassador Felicia Davis's "Unmask Your Brilliance: How to Break Free from Imposter Syndrome"

<http://feliaciardavis.com/imposter/?fbclid=IwAR1V836uGxhHi7ht3MQdbAvRkFARUfilinkFHaoURHZTAtIFuP-zYvc-znU>

"What Do You Do With One Wheel?" my blogpost tackling Imposter Syndrome in a workshop I did

<https://www.taketheleadwomen.com/blog/what-do-you-do-with-one-wheel?rq=imposter%20syndrome>

Take The Lead's Blog: "Overcoming Imposter Syndrome: Own the Confidence as Successful Women"

<https://www.taketheleadwomen.com/blog/blog/overcoming-imposter-syndrome-own-the-confidence-as-successful-women?rq=imposter%20syndrome>

Dealing with impostor syndrome when you are treated like one

<https://www.nytimes.com/2018/06/12/smarter-living/dealing-with-impostor-syndrome-when-youre-treated-as-an-impostor.html>

Excellent article on impostor syndrome from Black Enterprise

<http://www.blackenterprise.com/articles-imposter-syndrome/>

Take The Lead Leadership Tools for you or your company:

<https://www.taketheleadwomen.com/leadership-tools>
<https://www.50womencan.com/main>

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