

HOW TO OVERCOME IMPOSTERISM

TIPS, TOOLS,
AND RESOURCES
FOR EVERY DAY

- 1 Embrace your strengths**
Be kind to yourself; know your value, and remember that *you have talent, you are capable, and you belong*
- 2 Build a Brag Book**
Keep a file for recognition emails and letters; add positive comments and include lists of your proudest moments, achievements, accolades, and special talents
- 3 Have a buddy**
Build your support network; talk to someone who knows what you're going through and who will help keep you on track
- 4 Have a plan**
Know exactly what you want to do in the moment to tackle your imposterism: phone a friend, look at your brag book, etc.
- 5 Attribute your success to YOU**
Remind yourself of all the ways you have contributed to your own accomplishments; don't give external factors (luck or someone else) the credit for your success
- 6 Avoid comparing yourself**
Don't look at yourself through other people's eyes; instead find people who will hold up a positive mirror so you can see yourself clearly
- 7 Reward yourself**
Set goals like adding to your Brag Book once a month; celebrate your achievements
- 8 Track and validate it**
Pay attention to your feelings: Write out when you feel like an imposter: Where were you? What were you doing? Who was around you? Recognize that what you're feeling is real, but you don't have to engage in those feelings
- 9 Have a growth mindset**
Visualize your successes; reframe any failure or setback as a learning opportunity
- 10 Accept that you are a work in progress**
Everyone makes mistakes; it's part of the learning process [growth mindset]; some failures are inevitable; be sure to reflect and learn from the experience

Source: <https://toolkit.builtbygirls.com/tackling-imposter-syndrome> among others

Hello!
My name is ...

Do **you** have an imposter type?



The Perfectionist

I should deliver a perfect performance 100% of the time; my work must always be A+



The Expert

If I were really smart, I would already know everything I need to know about this



The Soloist

I believe that true competence is equal to my own, unassisted achievements; I must do everything myself



The Superperson

If I were really competent, I would be able to do it all, and do it easily and well



The Great Mind

I judge myself on ease and speed; if I were really competent, it would come quickly and easily



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When have you experienced imposter syndrome? (or connected with someone who has experienced it)	What did you/they do to overcome that feeling? [Share tips, strategies that worked for you/them!]
What are the key points (a-ha's!) that you can report out?	

Pick <u>JUST ONE THING</u> (<i>got</i>), one action that you will start doing or start doing differently after this session

ADDITIONAL RESOURCES



Faculty Staff Help Center
cardinalatwork.stanford.edu/faculty-staff-help-center
Free counseling sessions for both work and personal matters; up to 10 sessions per situation

Navigating Work and Life
cardinalatwork.stanford.edu/benefits-rewards/worklife/offerings-me/staff
Support for work-Life Integration; Mind, Body and Spirit; Staying Active and Living Well]

