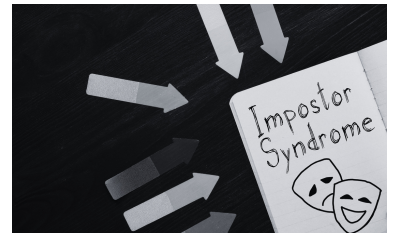


5 Imposter Syndrome Facts

70% of high achievers will experience Imposter Syndrome at some point.



1. It's about who we are and not what we do.

- It's not a lack of confidence, self-esteem or competence, although it can impact them.
- It's an absolute feeling that you'll be found out as a fraud at any minute and things will go horribly wrong – despite your qualifications and experience.



2. The research into Imposter Syndrome is extensive.

- In 1978 US psychologists Dr Pauline Clance & Dr Suzanne Imes coined the phrase Imposter Phenomenon & described it as: "an internal experience of intellectual phoniness that those who feel fraudulence and worthlessness have in spite of outstanding academic or professional accomplishment."

3. Recent research suggests Imposter Syndrome is linked to our Conditional worth.

- Our identity and worth as a person that depends on what we do or don't do. It's linked to knowledge, qualifications / being right / finances / creativity etc.
- We have a need to prove ourselves worthy by constantly doing the right thing, so we try to adapt behaviours to get us to conditional worth.



4. Triggers include change / challenge / toxic environments.

- The result of the triggers are behaviours linked to fear such as perfectionism, comparison procrastination, avoidance, lying, people pleasing, secrecy.
- The output of those behaviours can include anxiety, confusion, burnout, stress & isolation.

5. Working with someone can help.

- Working with a coach, a therapist, someone who specialises in imposter syndrome can help to reframe your thinking about some of your beliefs.
- They'll need to be trusted, unbiased and unrelated person – the relationship will be key.
- Progress may be slow, changing deep rooted conditional worth takes time.
- Gradual exposure to situations will be critical – to minimise feelings of failure.



Coaching for Confidence

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