

# Beating IMPOSTER Syndrome

@Si



Thanks for having me.

# Hi, I'm Si.

Acting Agile Delivery  
Manager at [ASOS.com](#)



Lurking around MK for years  
Live up the road in a beautiful village called Crick.  
This is NOT a story about ASOS.  
That "acting" part will make sense later.



Time for some audience participation...

Hands up if you have ever heard of imposter syndrome.

Hands up if you can identify with it.

(Observe)

# Imposter Syndrome

A concept describing individuals who are marked with an inability to identify accomplishments & constant fear of being exposed as a "fraud"



Let's go back to  
Geek Mental Help Week  
2016...

Andy Clarke and our very own Richard arranged GMHW to raise awareness through blog posts and events.  
Coincidentally, I was going through a bit of an identity crisis at the time with my career.  
Seize the opportunity - what better way to overcome this hurdle than to address it head on?

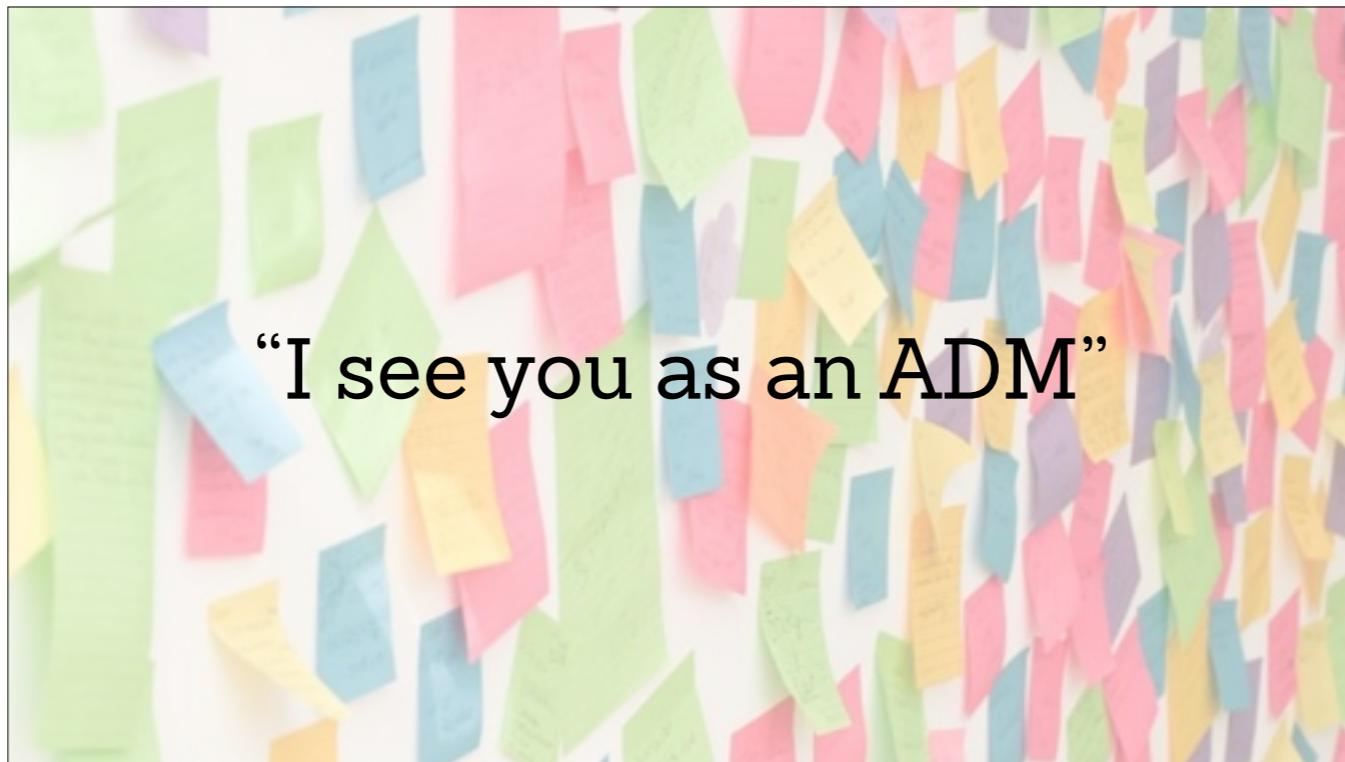


Annual objectives had come around (for those in-house at big companies)  
I'd been through some serious training (Software Craftsmanship) to become a better engineer.  
Time for THAT discussion with my line manager who asked the defining question...



ENGINEER or SOMETHING ELSE?

I've been a web developer since 90s  
Jack of all trades, master of none.  
Roles and competency have evolved through the years  
The ideal all-rounder is a pipe dream.



Honest discussion to understand my strengths.

Peer reviews, outside feedback.

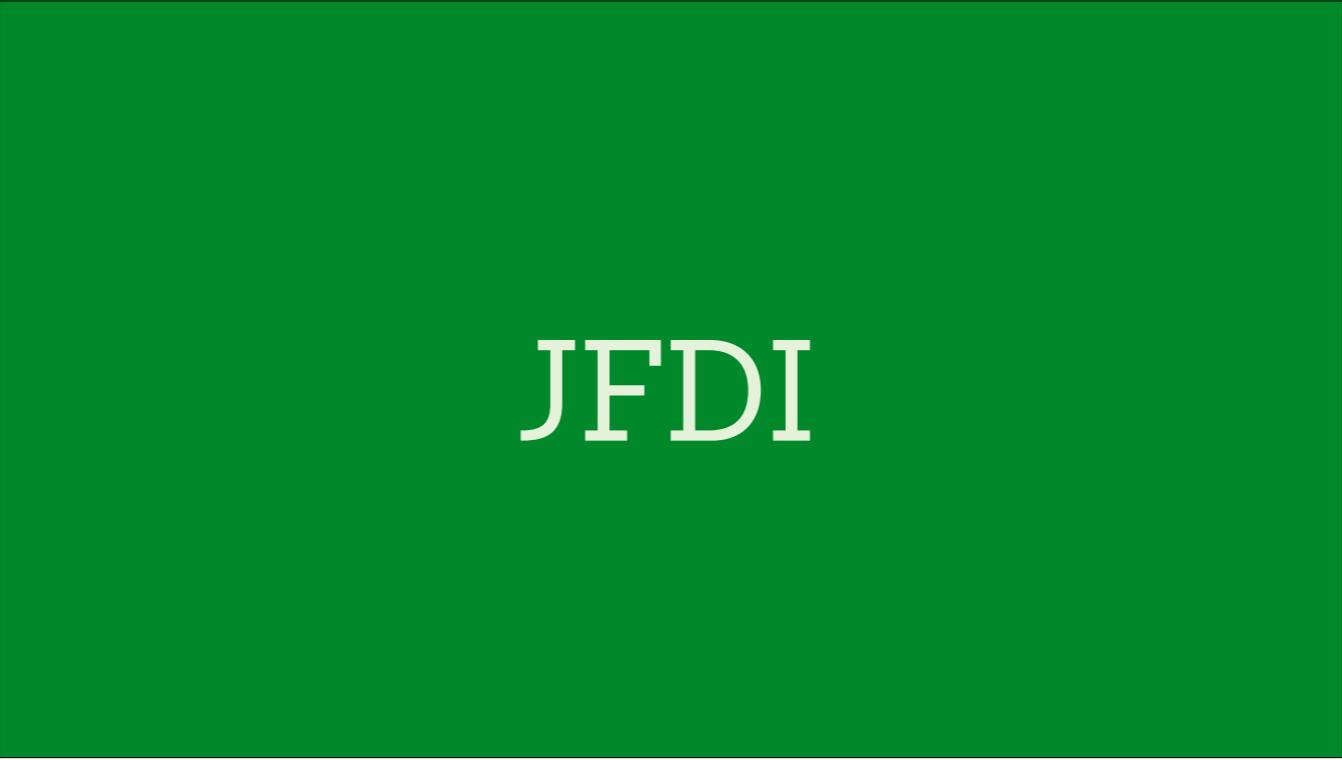
3 years through many teams.

Lucky to be observed in a positive way. Big corps do have advantages.

# But what about my comfort zone?

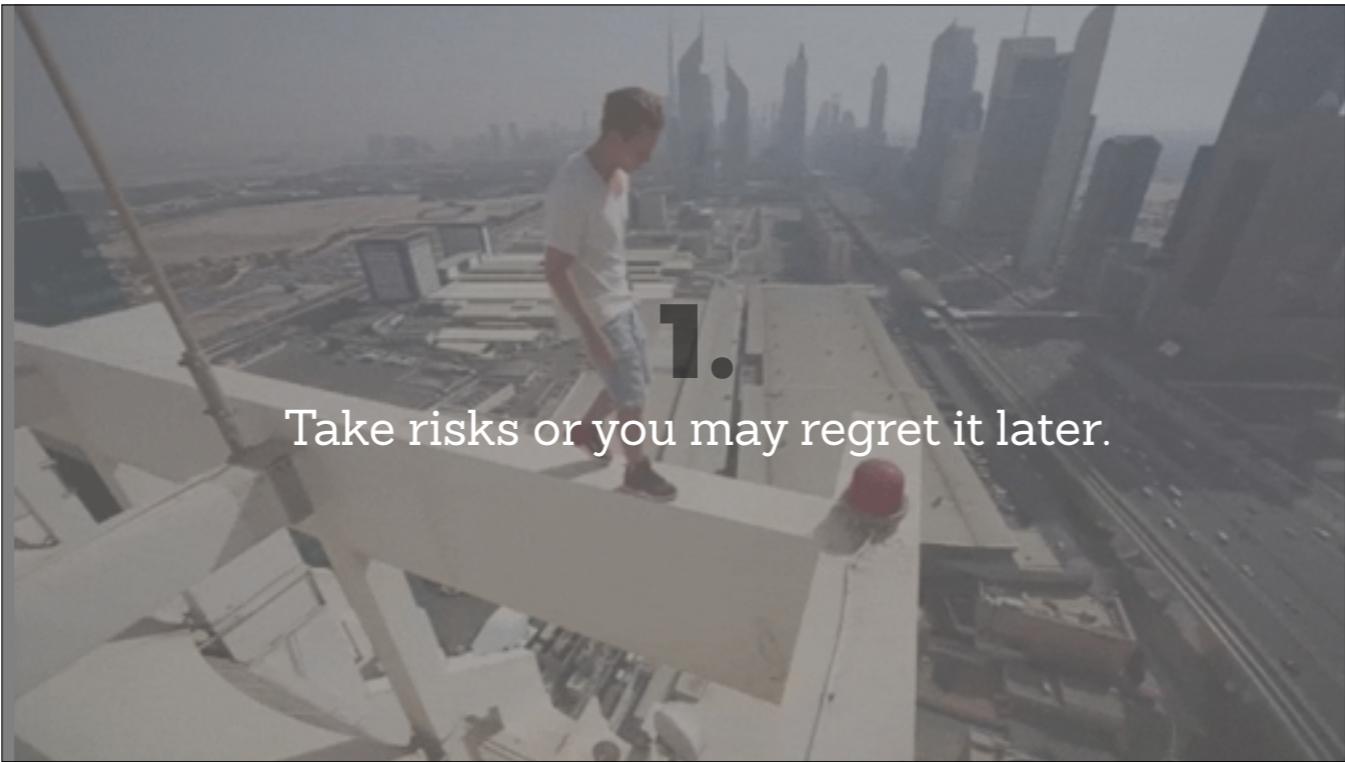


We all have them. Our safe place.  
Do I want to change my direction?  
Can I even fulfil those expectations?



# JFDI

Here's that turning point of the story.  
The team mantra to Get Sh\*t Done.  
Time to eat dog food, listen to my own advice.



Bit of a “motivation” power slide but it’s true.

You can only overcome your fears by facing them head on.



“Can you help me?”

Seek advice and support from your fellow peers.

Find a mentor or sponsor to endorse you.

Not necessarily financial, more moral.

There's no shame in asking for help. Most people are honoured to be asked.



2.

Talk about it.

There's no harm in talking to others.

Don't think vulnerabilities, think areas for improvement.

Have no shame.

All mental health states have a taboo attached - we need to address this!

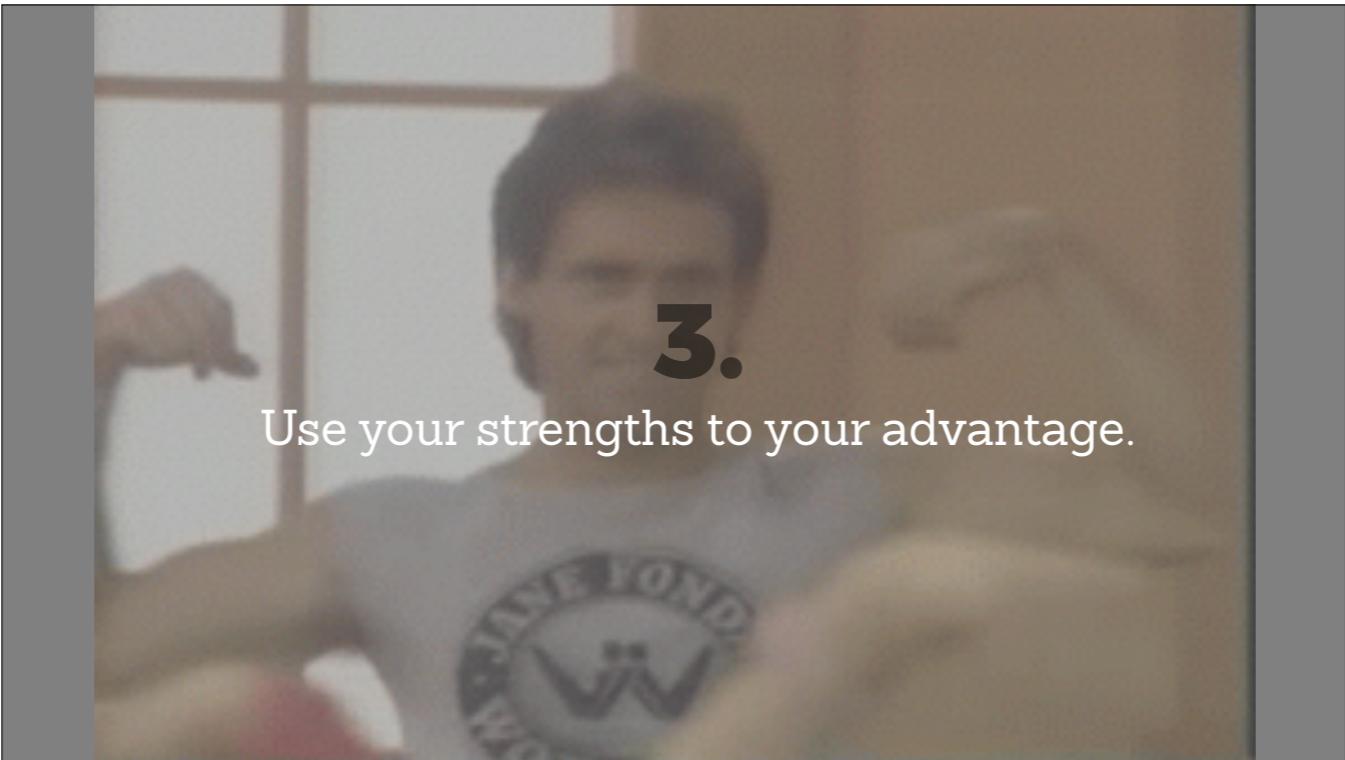


“We don’t need experts.”

I had to shoe-horn this monstrosity in somehow.

Apparently, experts are a thing of the past.

Thanks for giving people motivation to work hard and a big question mark over our ability to succeed.



**3.**

Use your strengths to your advantage.

Reflect on your achievements and identify how to best use them.

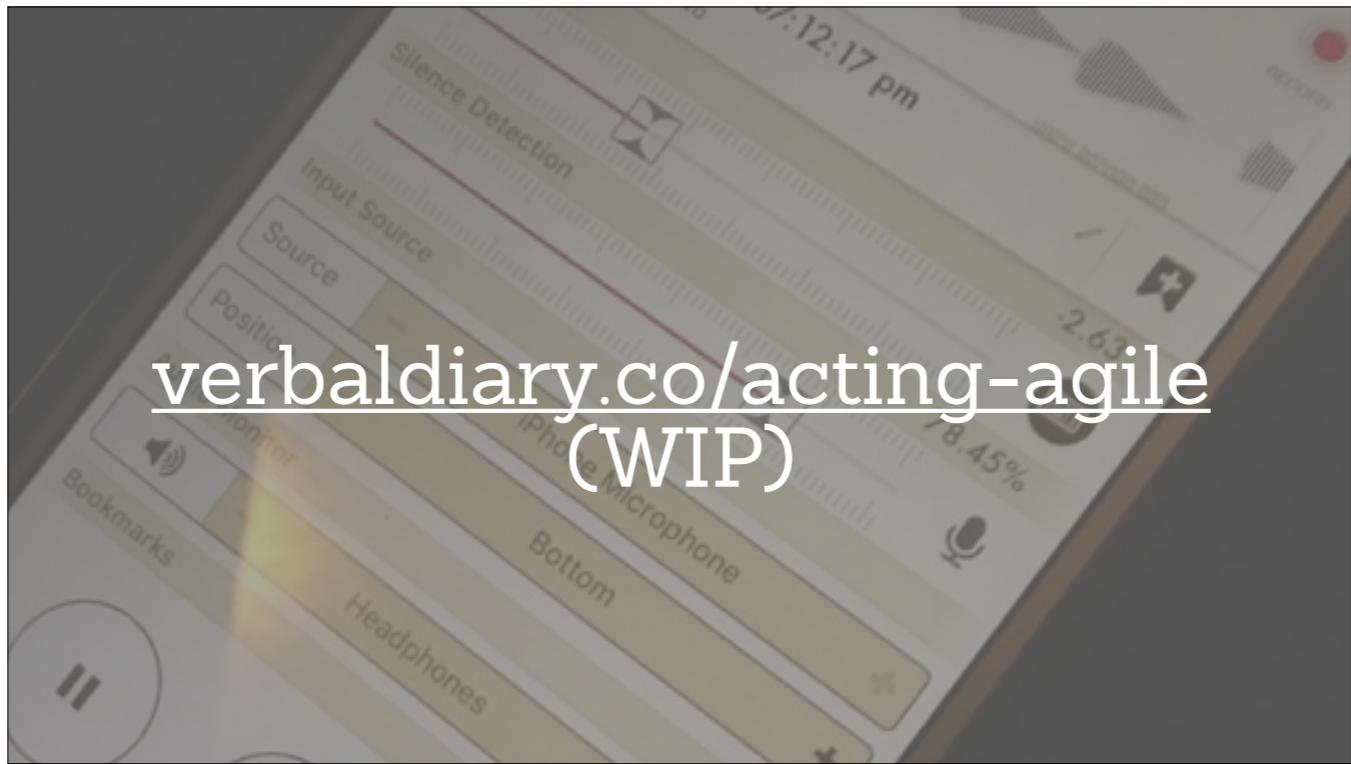
It's not arrogant to be confident in yourself.

Your reputation is your responsibility, nobody else's.



Hang up the  
developer hat.

I found the confidence to take the plunge into a world of unknown.  
JFDI within the team, worked with them, found my feet.  
Smashed the interview, even with an intimidating host.  
Already receiving promising feedback after just 2 months.



I'm even recording an audiobook of my journey from developer to manager.  
Acting is the first part of the journey, testing the waters.  
Work in progress with plan to release something in the Summer.

# Thank You!

@Si



Any questions? Don't feel like an imposter!

If you want to talk more, tweet me (publicly or privately).