



Imposter Syndrome Workbook

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Awareness

In what circumstance do you feel like an imposter?

Answer the following questions and discuss them with your partner.

- What thoughts and beliefs come into your mind when you think about it?
- What are you worried will happen?
- What do you feel when you think about the circumstance?



What is your IS score?

1: not at all true 2: rarely 3: sometimes 4: often 5: very true

Your score for the questions :

Question 1:	Question 2:	Question 3:	Question 4:
Question 5:	Question 6:	Question 7:	Question 8:
Question 9:	Question 10:	Question 11:	Question 12:
Question 13:	Question 14:	Question 15:	Question 16:
Question 17:	Question 18:	Question 19:	Question 20:

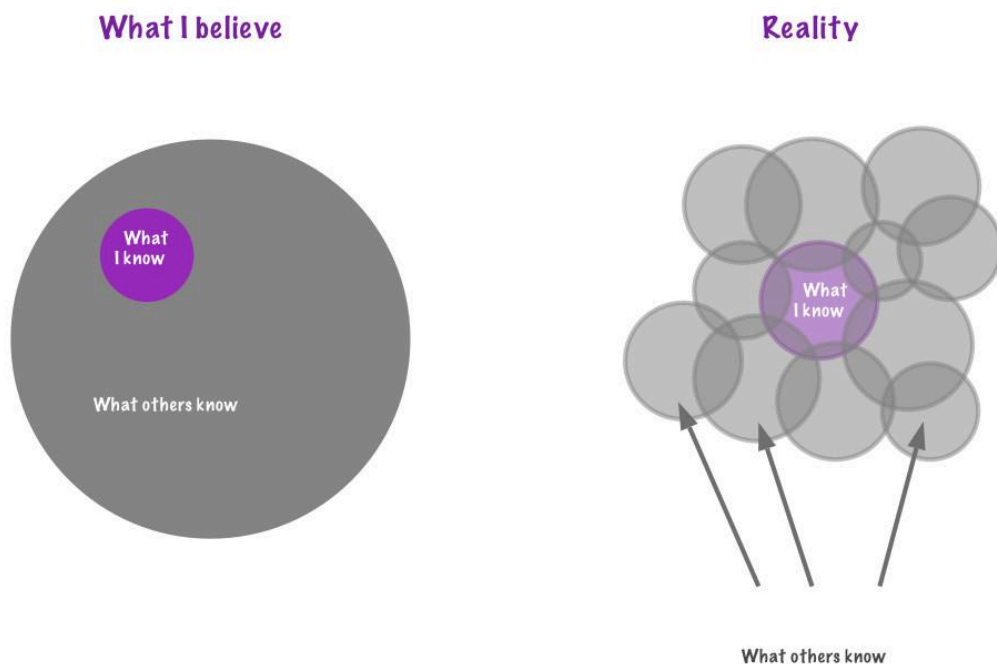
Total:

Your range: $IS \leq 40$ (small) $41 \leq IS \leq 60$ (moderate) $61 \leq IS \leq 80$ (frequent) $81 \leq IS$ (intense)

<https://paulineroceclance.com/pdf/IPTestandscoreing.pdf>

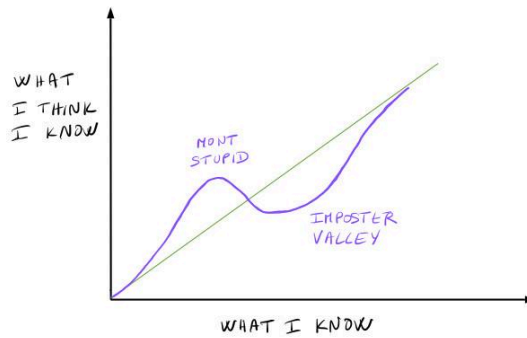
The 3 pillars of imposter syndrome

- You don't own your success
- You think others overestimate you
- You fear being find out





Dunning-Kruger Effect



What are your strategies?

- Overpreparing and hard work
- Holding back
- Maintaining a low or ever-changing profile
- Use of charm and perceptiveness to win approval
- Procrastination
- Not finishing
- Self-sabotage

What is your crusher?



Tools and solutions

Possible courses of action to discuss

- Learn about the phenomenon
- Get to know yourself and your triggers
- Make a list of all your successes and add to it each week
- Imagine the worst-case scenario
- Look at the situation objectively: what are the facts?
- Write in a journal
- Seek professional help
- Put things into perspective
- Talk with other doctoral students or people in similar situations
- Find someone you can talk to
- Learn to be vulnerable
- Learn how to fail
- Change your lens: see it as a game
- Collective action

Learn to be vulnerable

Shame feeds on secrecy, silence and judgment.

How to overcome shame on the moment:

- Talk to yourself like you talk to someone you love (empathy)
- Reach out to someone you trust
- Tell your story

And also:

- Know what the triggers are
- Reality checks

Speak kindly to yourself



What's one key takeaway you're leaving with today?

What concrete step will you commit to in the next few days to address impostor syndrome?



Quotes

- “No one can make you feel inferior without your consent”, Eleanor Roosevelt
- “I never lose. I either win or learn”, Nelson Mandela
- “If people knew how hard I worked to get my mastery, it wouldn’t seem so wonderful after all”, Michelangelo
- “Courage over comfort”, Brené Brown
- “If you focus on what you have, you gain what you lack. And if you focus on what you lack, you lose what you have.”, Greg McKeown
- “There is nothing noble in being superior to your fellow man; true nobility is being superior to your former self.”, Ernest Hemingway

References

- The term “Imposter Phenomenon” was coined by Suzanne Imes and Pauline Clance in a 1978 article *The Impostor Phenomenon in High Achieving Women: Dynamics and Therapeutic Intervention*
See also the Clance Impostor Phenomenon Scale (CIPS) :
<https://www.paulineroseclance.com/pdf/IPTestandscoring.pdf>
- *The Secret Thoughts of Successful Women: Why Capable People Suffer from the Impostor Syndrome and How to Thrive in Spite of It*, book by Valerie Young
- *Own Your Greatness: Overcome Impostor Syndrome, Beat Self-Doubt, and Succeed in Life*, book by Lisa Orbé-Austin, Executive Coach and Psychologist (see also TED talk and interview in the MBA Insider podcast <https://podcasts.apple.com/us/podcast/mba-insider/id1504586425>)
- *Daring greatly*, book on shame Brené Brown, Research Professor of Social Work (see also her TED talk, books, podcasts, interviews...)
- Underplacement <https://www.schwab.com/resource-center/insights/content/choiceology-season-8-episode-3>
- *Mindset: The New Psychology of Success*, book by Stanford researcher Carol Dweck
- Stereotype threat https://en.wikipedia.org/wiki/Stereotype_threat
- Test of biases <https://implicit.harvard.edu/implicit/takeatest.html>
- The super mario effect
<https://medium.com/mind-cafe/the-super-mario-effect-a-psychological-trick-to-help-achieve-success-painlessly-7e25b7583ed3>