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Overcoming Imposter Syndrome



Imposter syndrome: the kill-joy that plagues nearly 3 out of 4 women executives (KPMG 2021).

You may feel its presence when you:

- 😞 Experience persistent self-doubt.
- 😞 Fear being exposed as a "fraud".
- 😞 Chronically overachieve or demand self-perfection.

Imposter syndrome can lead us to deny our strengths - therefore missing out on career advancement opportunities, contribute to burn-out - as we fight to prove ourselves, decrease job satisfaction - believing we're never "quite enough", and leave us feeling unworthy of true success.

The good news: you CAN overcome it in order to strive for what you REALLY want and attain fulfillment in your career. I'm thrilled to share tips from [The Chronicle of Higher Education](#) (2023) article: "Dare to Lead: How administrators can overcome imposter syndrome" by [Shelley Arakawa](#). Whether you work in the education sector or not, her tips for defeating imposter syndrome can be very helpful:

- ✅ Before you apply for a new job, conduct informational interviews to learn if the org or role is truly a good fit for you. Examples: What resources are available to achieve organizational goals and to support professional development? Who serves in leadership roles, the board, etc.? How diverse is the organization?
- ✅ Be AUTHENTIC throughout the job-attainment process, from your resume, to where you apply, how you interview, and more. Let future employers know who you are and what you value.

And, my favorite:

- ✅ Do a personal inventory of your accomplishments and job/industry knowledge. Too often, we summarize our job history on our resume, and forget the big and small things we did to help organizations thrive! Take a trip down memory lane. I bet your list will be long!

Remember, you are a valuable solution to a particular set of organizational problems. To thwart imposter syndrome, learn whether organizations' values and needs align with what you need and what you offer. Doing so will help you build an authentic career you truly love.

Ready to step confidently into the career success you deserve? Visit www.inspiretoexcel.com/freeresources for guidance on building authentic career confidence. **Let's get growing!**