



The Imposter Phenomenon

Overcoming it to Keep Careers on Track

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Purpose



- **Better Understanding of Phenomenon**
- **Ways of Coping - Resilience**
- **Relevance to Coaching**



Take IP Survey



- **Complete honestly**
- **Score using * for any Frequently or Always responses**
- **Count total number of ***



Imposter Phenomenon



- **Roots and Early Research**
- **Swan Consulting Questions**
 - How relevant today
 - How gender responses differ



Our Project To Date



- **Scope**
- **Domains**
 - Self confidence, anxiety, risk taking, perfection
- **Data Collected**
 - Sorted by gender and intensity of response
- **Interpretation**



ITEMS WITH GREATEST RESPONSE



- **Item 10**: I try to do things perfectly, with no mistakes.
- **Item 1**: I can give the impression that I am more competent than I really am.
- **Item 2**: I worry about not succeeding with a project or evaluation, even though others around me have confidence that I will do well.



Follow-Up Interviews



Four Questions:

1. **What were your overall impressions of the survey? What if anything do you recall thinking as you finished?**



Follow-Up Interviews



Four Questions:

1. How do you feel about the interview process?
2. **What resources do you draw upon when you are confronted with IP feelings and/or behaviors?**
3. How do you feel about the interview process?
4. How do you feel about the interview process?



Follow-Up Interviews



Four Questions:

3. **At those times when you were experiencing IP feelings or behaviors, and were able to put it aside, what did you do? Could you share an example?**



Follow-Up Interviews



Four Questions:

1. How do you think your organization is doing in terms of IP?
2. How do you think your organization is doing in terms of IP?
3. How do you think your organization is doing in terms of IP?
4. **What insights would you share with a friend or colleague who is experiencing IP tendencies?**



Themes in their Responses



1. What you recall thinking as you finished:

- Surprised at the low opinion I have of my abilities
- Embarrassed
- How common is it? Do others feel this way?
- Never heard questions like these before



Themes in their Responses



2. Resources Drawn Upon:

- **Think about prior experiences of real career success**
- **Balance the feelings across life spaces (family, community, other)**
- **Positive self-talk**



Themes in their Responses



3. When able to put the IP feelings aside:
 - Think positively and do something proactive
 - Spiritual beliefs
 - Try to take things less personally
 - Remind myself that I do know what I'm doing



Themes in their Responses



4. Insights to share with a friend/colleague:

- Positive self reinforcement
- Trust yourself; doubt is not your friend
- Take yourself physically someplace else
- Focus on your strengths
- Deep Breaths



Applications for Coaching



- **Therapy = Clinging to the Past; Going Back in Order to Understand**
- **Coaching = Accepting the Past and Focusing on Future Goals**



First Signs – Key Statements



- **Some Examples**



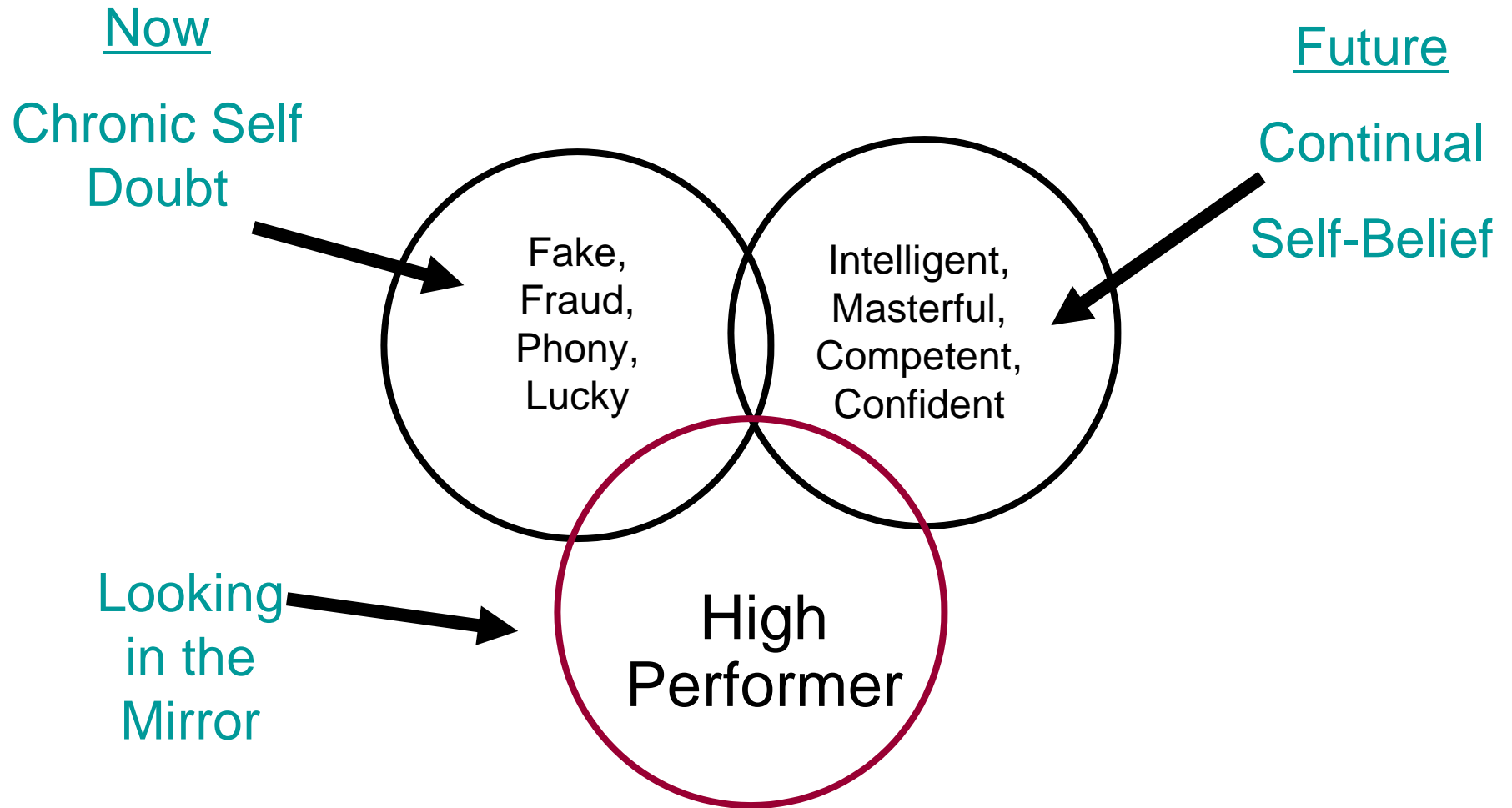
Relevance for Coaching



Clear definitions



The Coaching Process



Role Play



- **Role play applying coaching principles to understand and shift thinking**



Relevance for Coaching



- **Powerful Questioning**
- **Visioning**
- **Use of Mantras**
- **Completion**



Powerful Questioning



- **Sample current reality questions**
 - What is going on when the IP feelings emerge?
 - What impact do you think IP is having on you?
 - How do you feel when someone else threatens or challenges you, and what do you do?
 - What would you do with those feelings?
 - How would you like to be thinking about this in the future?



Powerful Questioning



- **Sample exploration and action questions**
 - How can you transfer that to your IP thinking?
 - How can you deepen this insight and make it a new habit?
 - Is there anything you would like to do this week in relation to this learning?
 - Where else in your life can you apply this learning?
 - How can I best support you in building resilience?



Visioning



- **Sample visioning questions..**
 - When you dream really **BIG** about where you want to be, what does it look like?
 - How do you see yourself when not experiencing **IP**?
 - What vision comes to mind when you are at your best?
 - How are you thinking when your life is in balance?
- **Visioning exercise (use in coaching)**



Use of Mantras



- **Positive words that describe you**
- **Feelings of empowerment**
- **Connection with the words**
- **Merging the words**
- **Permission to offer Learning from Clients**



Use of Mantras



- **Mantras eventually quiet the mind.** At a deep level, subconscious mind is a collective consciousness of all the forms of primitive consciousnesses which exist throughout the physical and subtle bodies. The dedicated use of mantra can dig into subconscious crystallized thoughts stored in the organs and glands and transform these bodily parts into repositories of peace.

Thomas Ashley-Farrand



Completion



- **Are you ready to complete?**
- **What are your take-aways?**
- **What do you acknowledge about the work you did in this session?**



Invitation to Participate Further



- **Look at survey results**
- **Identify any insights you might have to share**
- **If want to continue in our study, go to www.SwanConsulting.com and click on Imposter Phenomenon tab**



It is not about Chance...
It is about Self, Learning,
and Empowerment....

