



Building healthier teams



Imposter Syndrome

Supporting Workbook

“There was definitely a feeling of you should be able to do all of this and handle all of this, and why can’t you.”



Imposter Syndrome can mean you set high standards, and then beat yourself up if you don't reach those standards

 **"I don't find saying no very easy."**

"Just a feeling of letting people down."

Georgina describes a time in her career when she had taken on too much. She wasn't meeting her self-imposed objectives, and she felt like she was letting everyone down. Because competence and accountability are amongst her core values, this was difficult for her. She felt she should be able to do all the things she set out to.




- Georgina knows that she will never find saying no, easy. But she has done a lot of reflection and had some help. She is now very aware of that trait and has ways to deal with it.
- What do you know you find difficult?
- Does your manager know what you find difficult?
- Do you know what the people you manage find difficult?
- Take the opportunity to embrace some vulnerability and have those conversations




Notes and reflections: _____

When things get overwhelming, think about ‘creating space’

-  **“My line manager really listened to the issues that I was having.”**
- “He created the space.”**
- “I really felt like he championed me.”**

Georgina had conversations with her manager when things got difficult. At times like these it can seem like there may not be an answer. Managers and leaders must actively listen to what’s going on, without judgement, and then offer options for things that could be done. In this case, the workload seemed unsustainable, so Georgina and her manager worked through prioritising what was important. Her manager also gave her air cover so that those around her knew that she was working through a difficult time.

-  Georgina’s openness and vulnerability in talking about this is extremely helpful.
- It’s not always easy to ask for help, especially when you think that you shouldn’t have to.
- If you’re a manager of people, notice the most striking things about what Georgina’s manager did. He really listened, without judgment, to understand the situation. Then he explored options and priorities. And he created space, giving air cover where it was needed.
- What opportunities do you have, either with your manager, or as a manager, to adopt these behaviours?

 Notes and reflections:
