Learning Objectives

At the conclusion of this session, attendees will be able to:

✓ Recognize the signs of Imposter Syndrome in real-world project work

✓ Apply the 3R Strategy (Recognize, Reframe, Reinforce) to shift out of self doubt

✓ Build a personal toolkit to reinforce confidence and own your expertise

About us

Who are we?

- Human
- Lives in San Diego, CA
- 2 dogs, 1 snake, 1 horse
- Native plant gardener
- Dungeon Master

- Mostly Human
- Lives in Phoenix, AZ
- 3 kids, 1 dog
- Eskrima enthusiast
- Works on old broke cars

Who are we?

- Recovering PM
- PM Coach
- PM Happy Hour Podcast Co-host and Co-Founder
- COO
- CEO
- AuDHD

- PM, coach and trainer
- TEDx speaker
- PM Happy Hour Podcast Co-host
- RAIDLOG.com CEO & Co-Founder
- Author, "The Ultimate Guide to RAID Log"

Meet Your Neighbor

Our Promise to You:

A treatment for Imposter Syndrome

IMPOSTER SYNDROME:
Diagnosis and treatment

IMPOSTER
SYNDROME
Be-Gone
Take one teaspoon
before each project

FOR PROJECT
MANAGERS 12 YEARS
AND OLDER.

February 2024:

kim 12:26 PM
PMI Global call for papers is due this week. Should we pitch an idea?

Kate 12:27 PM
ha! "i'm a total failure and suck at this"
"i am not qualified to run this project"
"I am the worst project manager"
🙃 I'm doing great today

kim 2:16 PM
"Imposter Syndrome" it is! 🙂

Imposter Syndrome

/ɪmˈpɑːstər ˈsɪndrəʊm/

noun

A psychological pattern where individuals have **irrational self-doubt** about their accomplishments and have a persistent fear of being exposed as a "**fraud**," despite evidence of their competence.

It involves feelings of intellectual phoniness, attributing success to **external factors** like luck, and believing that one is deceiving others about their abilities.

Imposter Syndrome

/ɪmˈpɑːstər ˈsɪndrəʊm/

noun

Is NOT:

- Modesty or humility

- Synonymous with low self-esteem

- A fixed trait

Imposter Syndrome and you

- Chronic stress & anxiety

- Emotional exhaustion and burnout

- Resentment towards your job

- Work/life balance failure

- Stalled career & personal development

Imposter Syndrome and the Organization

- Employee burnout & turnover of some of your best people!

- Negative impact on innovation and creativity (risk aversion)

- Damage to organizational reputation and employer brand

Up to 82% of professionals can be infected[1]

71% of CEOs in the U.S. say they have imposter syndrome: 'It's a crisis of confidence'

Published Fri, Jun 7 2024·10:34 AM EDT

Morgan Smith
@THEWORDSMITHM

Understanding Imposter Syndrome

Clance IP Scale

Clance IP Scale Questionnaire

The Imposter Test was developed to help individuals determine whether or not they have IP characteristics and, if so, to what extent.

A score of:

40 or less: few Imposter characteristics

41 - 60: moderate IP experiences

61 - 80: frequently have Impostor feelings

Greater than 80: intense IP experiences

The higher the score, the more frequently and impactful the Impostor Phenomenon interferes in a person's life.

Where does Imposter Syndrome come from?

1. External Factors
2. Internal Factors

External Factors

Transitions:
- Early Career
- New role, responsibility, or identity

Under Pressure:
- High responsibility, low supervision
- High competition

Toxic:
- Negative feedback, negative comparison
- Unsupportive, hypercritical environment

Project Schedule

	Sprint 272 (2 weeks)	Sprint 273 (2 weeks)	Sprint 274 (2 weeks)
Feature design decision ◆			
Implement Feature	Build	Test	Launch!

May 15   June 26

Project Schedule

	Sprint 272 (2 weeks)	Sprint 273 (2 weeks)	Sprint 274 (2 weeks)	Sprint 275 (2 weeks)
Talk to CPO?	◆			
Feature design decision	◆			
Implement feature		Build	Test	Launch!

May 15   July 10

Project Schedule

	Sprint 272 (2 weeks)	Sprint 273 (2 weeks)	Sprint 274 (2 weeks)	Sprint 275 (2 weeks)	Sprint 276 (2 weeks)
Talk to CPO?	◆				
Feature design decision		◆			
Implement feature			Build	Test	Launch!

Project Schedule

May 15   Aug 7

	Sprint 272 (2 weeks)	Sprint 273 (2 weeks)	Sprint 274 (2 weeks)	Sprint 275 (2 weeks)	Sprint 276 (2 weeks)	Sprint 277 (2 weeks)
Talk to CPO?		◆	◆			
Talk to other people???		◆				
Feature design decision			◆			
Implement feature				Build	Test	Launch!

Internal Factors

Internal Traits

- High achiever
- Conscientious
- Self-reflective
- Introverted
- Adaptable

Belief Patterns

- Perfectionism
- Fear of failure and success
- Misattribution:
  - success = luck
  - failure = my fault
- Self-doubt

Awesome People

Imposter Syndrome

Belief Patterns

- Confident
- Growth mindset
- Embrace failures as learning opportunities

Personal Traits

High achiever

Conscientious

Adaptable

Self-reflective

Belief Patterns

- Perfectionism
- Fear of failure and success
- Misattribution
- Self doubt

Fallacies:

- **<u>Perfectionism</u>**

A self destructive and addictive belief system that fuels this thought:

If I look perfect and do everything perfectly, I can avoid or minimize the painful feelings of blame, judgement and shame.

Fallacies:

- Perfectionism
- **<u>Fear of Failure</u>**

Catastrophizing the **worst case** scenario

- ○ Fortune telling
- ○ Mind reading

Fallacies:

- Perfectionism
- Fear of Failure
- **<u>Misattributions</u>**

- Success = luck, Failure = my fault
- Discounting the positives
- Self Blame
- Magnification of bad, minimization of good

Fallacies:

- Perfectionism
- Fear of Failure
- Misattributions
- **Self Doubt**

Overgeneralizing a particular flaw, failure or mistake to your entire self

Meet Your Neighbor Part 2

What fallacy happens to you?

- Perfectionism
- Fear of failure
- Misattributions
- Self Doubt

How are we feeling?

Let's treat Imposter Syndrome

3 Step Treatment Regimen:

Recognize
Reframe
Reinforce

- **Recognize**
- Reframe
- Reinforce

Take back your power

1. Name it to claim it

- **Recognize**
- Reframe
- Reinforce

Take back your power

1. Name it to claim it
2. Ask yourself:
   - Is this hesitation or self-doubt based on facts… or fear?

   - Would I feel this way if someone else were in my shoes?
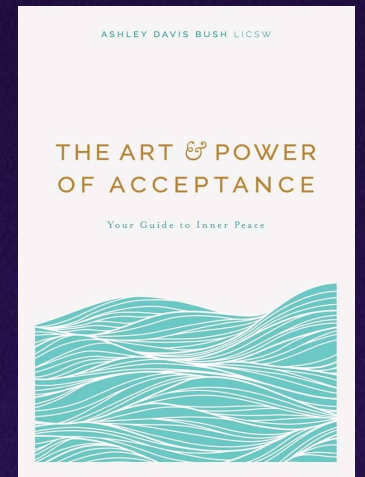
- Recognize
- **Reframe**
- Reinforce

ACT

Acknowledge	Connect	Talk Kindly
The feelings you have	You are not alone in these feelings	You will be okay and get through this

ASHLEY DAVIS BUSH LICSW

THE ART & POWER
OF ACCEPTANCE

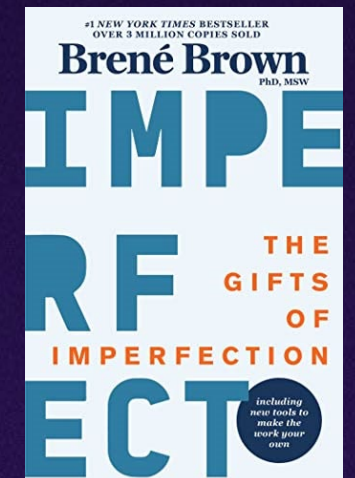Your Guide to Inner Peace

- Recognize
- **Reframe**
- Reinforce

Perfectionism

From:

If I look perfect and do everything perfectly, I can avoid or minimize the painful feelings of blame, judgement and shame.

To:

"Healthy Striving"

How can I improve? What will make <u>me</u> proud of this work?

- Recognize
- **Reframe**
- Reinforce

Let's flip the script

Positive reframing:

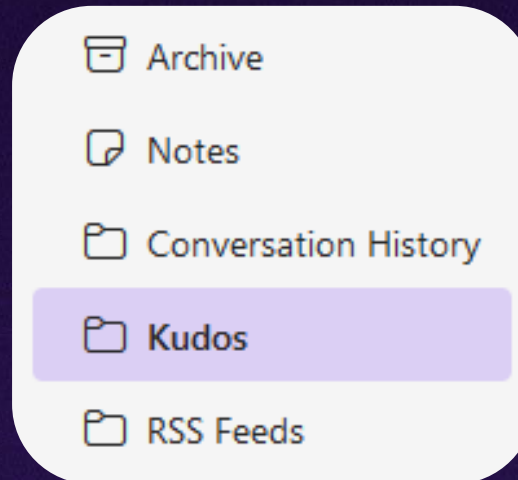What are some benefits, or advantages, of this negative thought or feeling? How might it be helping you in your career?
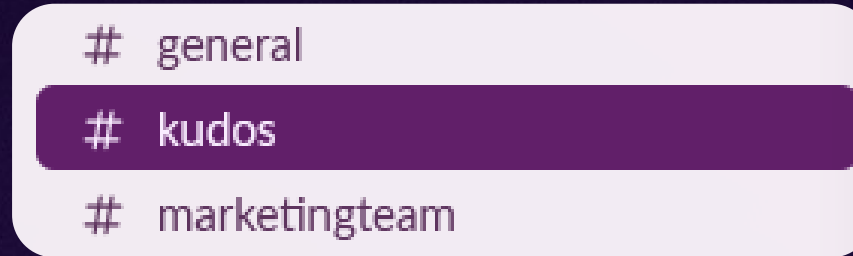
Meet Your Neighbor Part 3

Reframe:

- ACT
- Healthy Striving
- Flip the Script

(99.9975%)

- Recognize
- Reframe
- **Reinforce**

Acknowledge and track your wins

- Recognize
- Reframe
- **Reinforce**

Mentorship

- Work with a mentor who has been through it

- Build external evidence against imposter syndrome

- Recognize
- Reframe
- **Reinforce**

Share with trusted humans

- Friends are the best
- Make a friend today

Prevention

As a leader, how can I prevent Imposter Syndrome from showing up in my teams?

Be the leader who breaks the cycle

- Model confidence and vulnerability

- Foster psychological safety and celebrate wins

- Set clear expectations and offer consistent feedback and mentorship

How did we get here (part 2)

April 2017:

Invitation: Chat time! @ Mon Apr 3, 2017 3pm - 4pm (Kim Essendrup)

Kate Anderson

Monday, April 3, 2017 at 9:26 AM

Monday, April 3, 2017 at 3:00 PM - 4:00 PM.
wherever

RE: Show Outline

Anderson, **Kate**

To: Kim Essendrup

Sounds good! We'll try it out and see how it goes. <3

July 2024:

Key Takeaways

- Imposter syndrome is common for highly-capable, hard-working professionals, like you
- Some of the traits that make you susceptible to Imposter Syndrome can be your superpowers
- The way out is through recognizing, reframing and reinforcing all the ways you perform and shine

Thank you, let's connect!

Find us at **pmhappyhour.com**

Project Management Happy Hour on iTunes, Spotify or wherever you get your podcasts

Project Management HAPPY HOUR
PMHappyHour.com
Honest Discussion - Real life issues
CHILLED OUT, OR ON THE ROCKS

Kate Anderson
Co-Hosting the Project Management Happy Hour Podcast.

Kim Essendrup, PMP
Founder of Kolme Group and Co-Host of the Project Management H...

So many sources

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