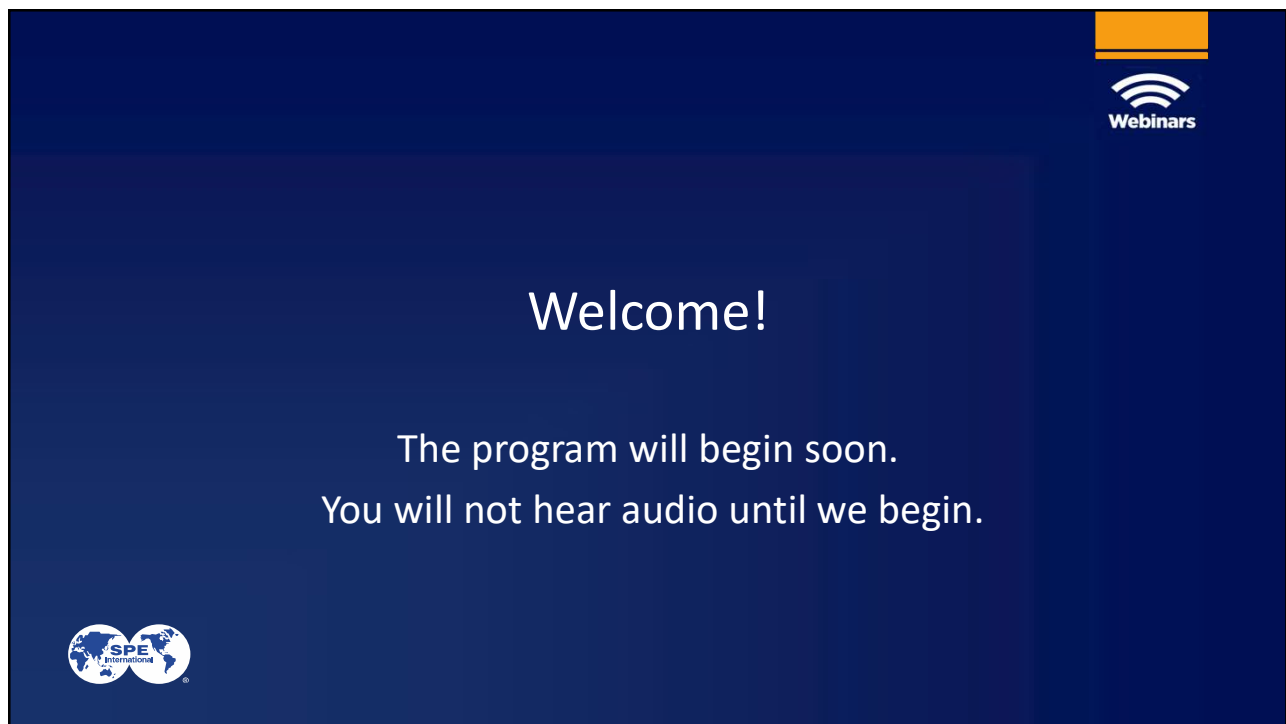




A dark blue rectangular slide with a lighter blue rectangular area in the center. In the top right corner, there is an orange square above a white Wi-Fi symbol and the word "Webinars". In the bottom left corner, there is a logo for "SPE International" featuring two globes. The central text is white and reads: "Welcome!" followed by "The program will begin soon." and "You will not hear audio until we begin."

Webinars

Welcome!

The program will begin soon.
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SPE International



Conquer Impostor Syndrome to Advance Your Career

Kim Meninger
July 28, 2023





Agenda



- Does this sound like you?
- Defining impostor syndrome
- Common manifestations
- Key strategies
- Q&A



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Does This Sound Like You?



- I attribute my success to luck or timing, rather than my own skills and talents.
- I worry that others will find out that I'm not as competent or capable as they think I am.
- I've unknowingly deceived people into thinking I'm good enough for this job.
- I feel undeserving of my success.
- At any moment I may be exposed as a fraud.



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WHAT IS IMPOSTOR SYNDROME?



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What Is Impostor Syndrome?



- Feelings of self-doubt and inadequacy despite contradictory evidence
- Most common among high achieving people
- Commonly occurs at transition points
- Often affects those who feel different from the dominant culture
- Not unique to women



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WHAT DOES IMPOSTOR SYNDROME LOOK LIKE?



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What Does Impostor Syndrome Look Like?



- Self-doubt
- Unwillingness to speak up/share ideas
- Reluctance to take risks
- Perfectionism
- Micromanagement
- Overcompensating behaviors





WHY DOES IMPOSTOR SYNDROME MATTER?



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Why Does Impostor Syndrome Matter?



Individual

- Physical and emotional stress
- Inadequate professional relationships
- Reduced professional satisfaction & motivation
- Risk of unreached potential

Organization

- Higher healthcare costs
- Decreased productivity
- Less creativity & innovation
- Smaller talent pipeline





KEY STRATEGIES



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Manage Disruptive Thoughts



- View impostor syndrome as a human fear response
- Manage fight or flight
- Shift from anxiety to action



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Adopt a Growth Mindset



- Zoom out
- Leverage the power of “yet”
- Seek opportunities to be a beginner



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Own Your Success



- Acknowledge and embrace your strengths
- Keep an accomplishments journal
- Adopt a service mindset



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Leverage Your Resources



- Don't try to be and know everything
- Know your purpose
- Leverage others with complementary skills



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Foster Psychological Safety & Inclusion



- Proactively support your team
- Make it safe to make mistakes
- Create space for others



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IMPOSTOR SYNDROME CHALLENGE –
7 DAYS TO GREATER CONFIDENCE**

Visit: www.KimMeninger.com



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QUESTIONS?

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Website: www.KimMeninger.com

LinkedIn: [/in/KimMeninger](https://www.linkedin.com/in/KimMeninger)

Podcast: The Impostor Syndrome Files

TEDx Talk: How to Bring Your Diverse Voice to the Workplace

