

Conversations To Combat Imposter Syndrome

Imposter syndrome is a psychological pattern that causes chronic self-doubt and overwhelming feelings of inadequacy, often despite repeated success and accomplishments. However, by reframing one's thoughts, an individual can learn to overcome their self-doubt and celebrate their successes. Here are some conversation prompts to have with yourself or your colleagues to help combat imposter syndrome...

Focus on success



- What positive feedback have you received lately?
- What have been your greatest successes to date?
- What obstacles did you have to overcome to achieve these things?

Encourage a growth mindset



- What can you learn from this challenge?
- How can you bounce back from disappointment?
- Which of your main strengths can help you grow?

Manage the inner critic



- How well is your inner critic serving you?
- When is your inner critic the most problematic? Can you predict when it will be worse?
- How often are you comparing yourself to others? Is this helpful?
- What would you tell a friend who criticised themselves in this way?

Offer support



- If I could do one thing to help you right now, what would it be?
- Have you tried to separate the way you are 'feeling' from the 'facts'?
- Would you benefit from a coach or mentor to help you recognise your strengths?
- What proactive wellbeing strategies can you put in place to prevent burnout?