


Imposter Syndrome In The Workplace

It is estimated that 70% of people will experience imposter syndrome at some point in their lives; increasing your awareness of the signs and how it can be tackled can help reduce its incidence in the workplace.

Common signs of imposter syndrome to look out for

 Overthinking	 Dismissive of praise	 Perfectionism	 Fear of failure	 Overworked
 Taking on extra responsibilities	 Setting excessively challenging goals	 Inability to ask for help	 Low self-esteem and constant self-doubt	 Downplaying achievements
 Constantly comparing the self to others	 Attributing success to external factors, not one's own skills or competence	 Inability to accurately assess self-competence	 Struggling with mental health e.g. stress, anxiety and/or depression	 Using alcohol or drugs to boost self-confidence

How to tackle imposter syndrome in the workplace

1. Celebrate hard work as well as success
2. Ensure managers are equipped to have regular feedback & coaching conversations
3. Promote and embed the right values & behaviours to support psychological safety and inclusion
4. Encourage SMART goal setting
5. Provide access to wellbeing support
6. Allow time for collaborative working to share ideas and boost confidence & self-esteem