

# Silence the Impostor



How to  
eliminate  
self-doubt  
and build  
confidence  
in yourself

24 May 2022

# Your Host Today...



**Imrah Mughal**  
Career Development & Experience  
Analyst

# Antoinette Oglethorpe

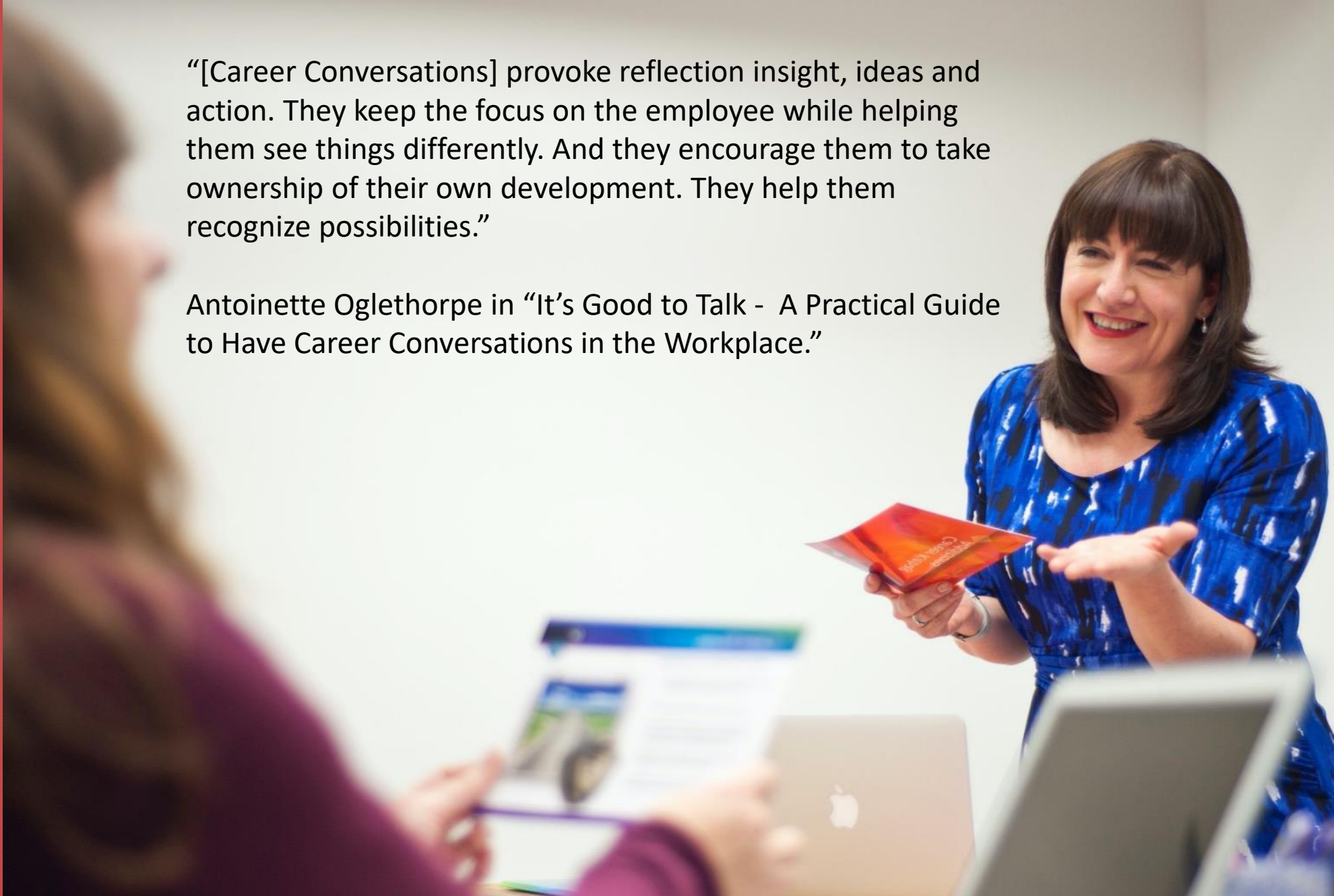
>25 years of experience  
developing leaders in the  
Private Sector and now  
consulting with the UN  
System

- Speaker and Author on  
Talent Development

- Professional Career Coach  
and Counsellor

“[Career Conversations] provoke reflection insight, ideas and action. They keep the focus on the employee while helping them see things differently. And they encourage them to take ownership of their own development. They help them recognize possibilities.”

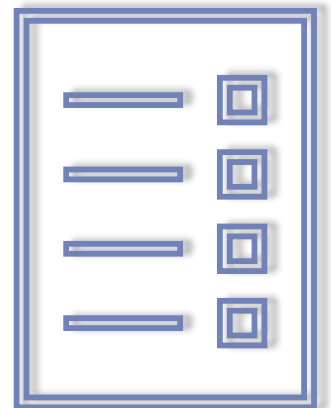
Antoinette Oglethorpe in “It’s Good to Talk - A Practical Guide to Have Career Conversations in the Workplace.”



# Poll

## WHICH OF THESE HAVE YOU EXPERIENCED?

1. You "got lucky" when you actually prepared well and worked hard
2. You find it hard to accept praise
3. You apologize when you didn't actually do something wrong
4. You hold yourself to impossibly high standards



# As a result of this webinar, you will:

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Understand what  
Impostor  
Syndrome is and  
how to notice it  
in yourselves and  
others



Appreciate the  
impact of  
Impostor  
Syndrome and  
the ways  
self-doubt holds  
people back



Identify practical  
steps you can  
take to tackle  
Impostor  
Syndrome and  
overcome  
self-doubt

# What We'll Cover in this Webinar

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 What is Impostor Syndrome?



The negative impacts of Impostor Syndrome and self-doubt



How to overcome Impostor Syndrome



# What is Impostor Syndrome?



## Question

Have you ever had the feeling that you're going to be found out? That you don't 'deserve' this, that you're not good enough, or you don't belong?

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# Feeling like a fraud, despite having achieved success

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Self-doubt about if you are “qualified enough” or doing “well enough”, in a job, a relationship, a friendship, as a parent, or any other activity (even though you usually are)



# Around 70% of us suffer from Impostor Syndrome

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Impostor Syndrome can be experienced by anyone, male or female, whatever their age, occupation, success or status

Sufferers  
tend to think  
they're the  
only ones



# Causes of Impostor Syndrome

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Our brains try to protect us from the threat of failure

Culture may play a part

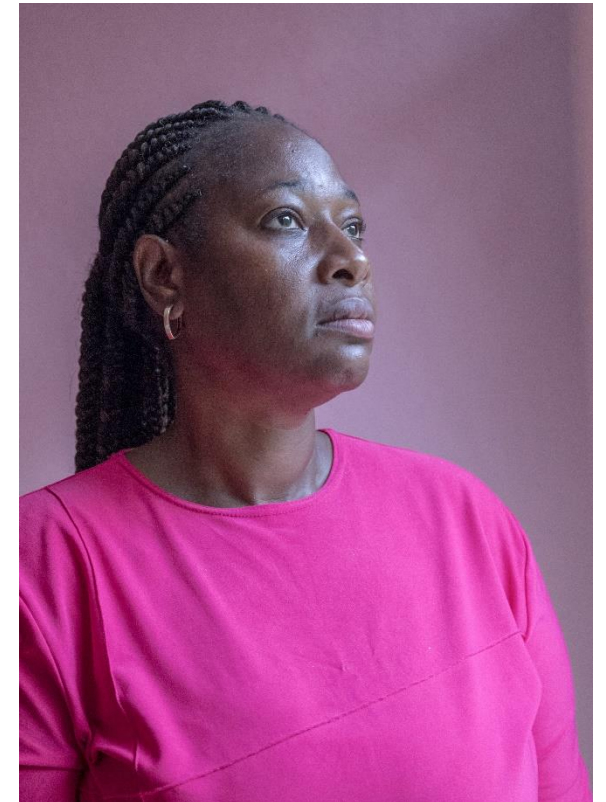
A lack of representation can also contribute



# What Impostor Syndrome Feels Like

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- Believing that other people have an overinflated view of you
- Believing you will inevitably let everybody down, as well as yourself
- Attributing any success you have to luck
- Believing that your ability to do something negates the value of it
- Constantly feeling fearful that you will be found out
- Catastrophic thinking about the consequences of any mistake





Empowered lives.  
Resilient nations.



## Reflection



Do you suffer from Impostor Syndrome?

Do these signs sound familiar?

Do you notice them in yourself and/or others?



# The negative impacts of Impostor Syndrome and self-doubt



## Question

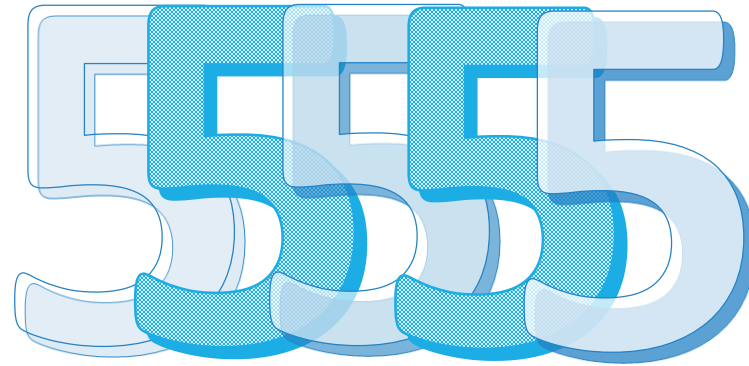
If you have suffered from Impostor Syndrome, what negative impact has it had on you or your life?

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# Five Types of Impostor

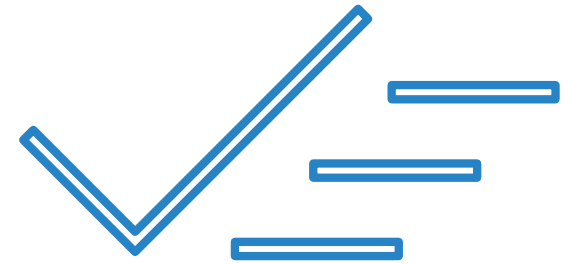


# The Perfectionist

You demand perfection of yourself in every aspect of life

You might criticize yourself for small mistakes and feel ashamed of your “failure”

You might even avoid trying new things

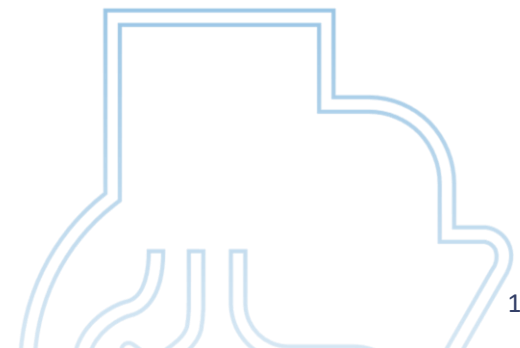


# The Natural Genius

You've spent your life picking up new skills with little effort

You believe you should understand new material and processes right away

If something *doesn't* come easily to you, or you fail to succeed on your first try, you might feel ashamed and embarrassed



# The Rugged Individualist (or soloist)

You believe you should be able to handle everything solo

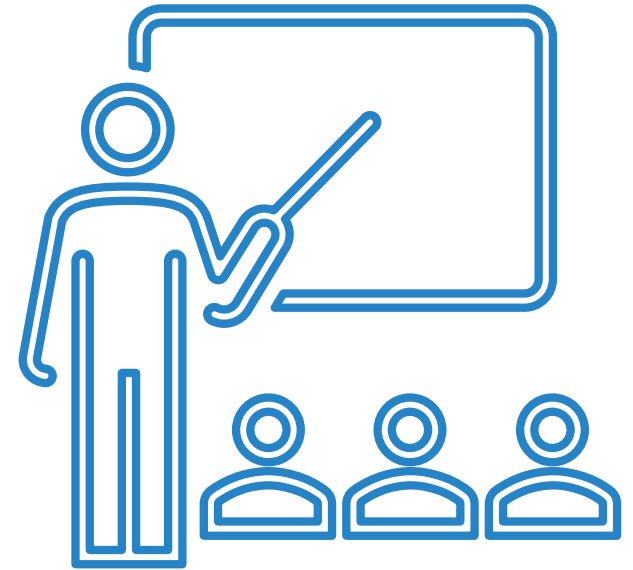
If you can't achieve success independently, you consider yourself unworthy



# The Expert

Before you consider your work a success, you want to learn everything there is to know on the topic

You might consider yourself a fraud or failure when you can't answer a question or encounter some knowledge you previously missed



# The Superhero

You link competence to your ability to succeed in every role you hold: student, friend, employee, or parent

You push yourself to the limit

You might think, “I should be able to do more”, or “This should be easier”



# Reflection:

## WHICH TYPE IS YOUR IMPOSTOR?



The Perfectionist



The Natural Genius



The Soloist



The Expert



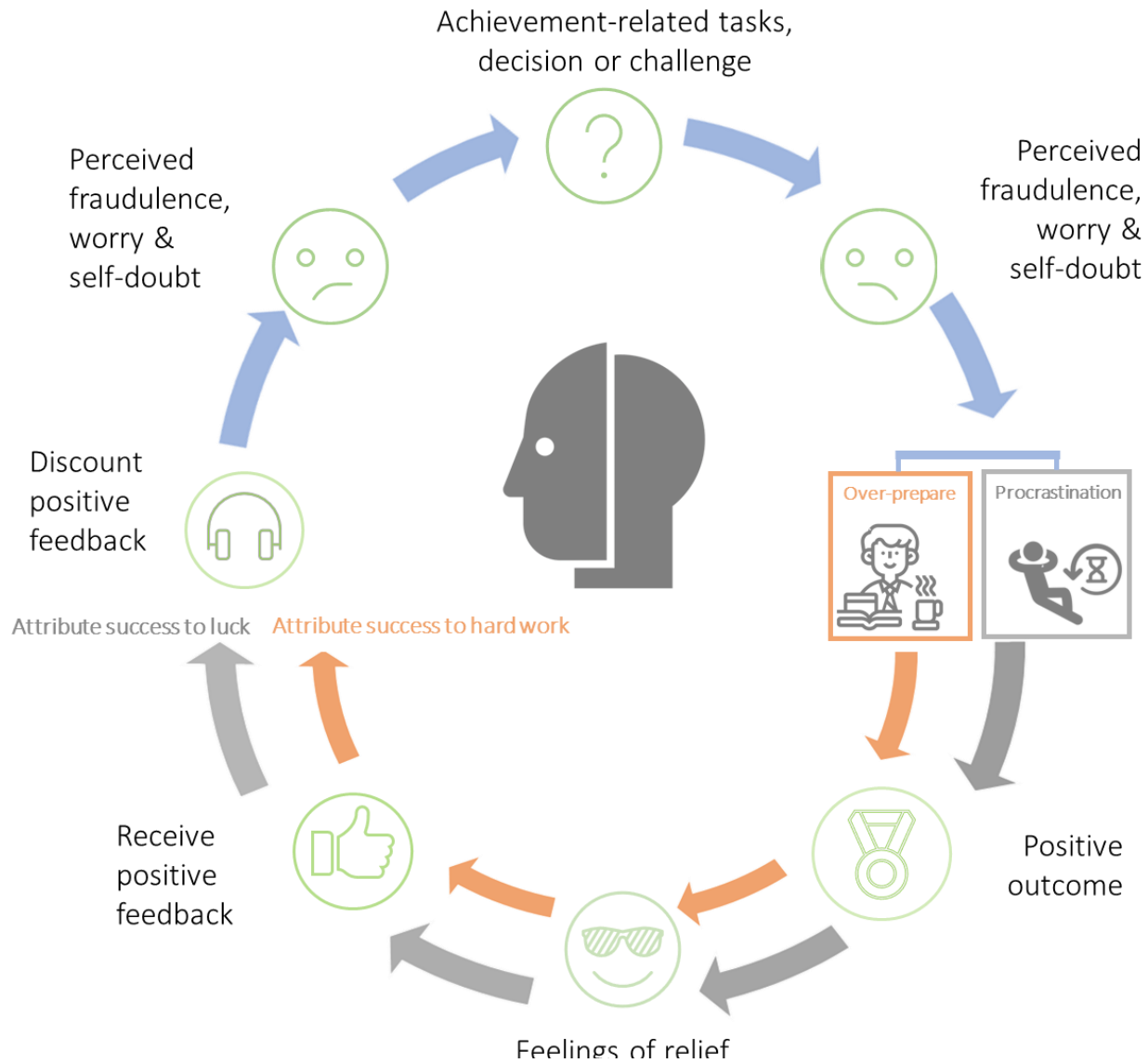
The Superhero



More than one of the above



None of the above



# The Impostor Cycle

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## Reflection



Have you had experience of the  
Impostor Cycle?

What situation(s) triggered it for you?



# How to Overcome Impostor Syndrome?

# ABCD

Acknowledge feelings

Build a positive mindset

Challenge doubts

Dare to act

# Acknowledge feelings

A person is riding a bicycle on a narrow, raised path that cuts through a flooded field. The water is calm and reflects the sky and the person on the bike. In the background, there is a small, thatched-roof hut and a line of trees under a clear sky. The overall scene is peaceful and serene.

Realize its ok to feel uncomfortable

Know you're not alone

Talk to someone about it

Spend time with supportive people



# Build Strength

Be kind to yourself

Remember your past achievements

Review evidence of the positive moments in your life – compliments, praise, beneficial experiences

Don't get stuck in the comparison trap

Get a boost of optimism

# Challenge your doubts

Your doubts are not the truth

Try positive self-talk

Call out your Inner Critic

Keep a Journal

Bilješke  
Notes / Bilješke

Hvala - Fred and Nick 06.09.2018  
from Germany

YOUR nice welcome, delicious food, well-known  
DURUM, lot of sauce, great  
HVALA  
13.9.2018

Switzerland / 15.09.18  
Avevamo previsto di arrivare  
ce lo ha impedito. Dopo una bellissima  
nella attesa di Zubovak, stanotte siamo riusciti a  
arrivare! Aspettando il mangiare e speriamo sia  
buono come nelle descrizioni!  
Hvala!

Germany / 22.9.18

Heute habe ich einen fantastischen Ruhetag an meiner  
Wanderung an diesem wunderbaren Ort  
verbracht. Besonders überrascht mich die gastfreundlichkeit  
und das ausgesprochen leckere Essen - seit langem nicht  
mehr ein so leckeres Wild gegessen. Den Gastgebern wünsche  
ich weiterhin ein gutes Geschäft und Gesundheit für die  
Familie. Gestärkt kann ich nun meine letzte Woche auf  
meiner Wanderung durch Bosnien antreten!  
Alles Gute!!  
Jonas

BELGIË / 25.09.2018  
THE MOUNTAINS WERE VERY UNFRIENDLY YESTERDAY,  
LUCKILY I GOT A VERY WARM WELCOME HERE.  
THANKS FOR YOUR GREAT BOSNIAN HOSPITALITY!  
TOOST

6-14.10.18  
If you read all the notes in this book, all I can say is  
that everything is totally true. The warm welcome  
in the early morning, the warm stream of delicious food, ...  
the tips into the wilderness and  
"Lunch packed" we could stay there  
for at least 2 nights without being hungry.  
Everytime we came back to Vloboj it felt like  
coming home!  
We were also lucky to see Dusko on some hunting  
trip. (Emag) we stalked  
wonderful nature.

Hvala and Thanks you all so much!  
All the best,  
"Doctor" Philippe, Fulda, Germany  
Michael, Fulda, Germany  
23 Oct 18

It is like coming home. On foot now through Europe for  
7 months and a bit: Spain, Portugal, E  
Italy, ...

# Dare to Act

A photograph of three hikers with large backpacks walking away from the camera on a snowy mountain trail. The hiker in the foreground is on the right, and two others are further ahead on the left. The background shows a vast, snow-covered mountain range under a cloudy sky. The entire image has a light blue tint.

Make your mission bigger than your fear

Visualize success

Break down the challenge

Remember: You can course-correct on the way

# Dare to Act

A photograph of three hikers with large backpacks walking away from the camera on a mountain trail. The hiker in the foreground is on the right, and two others are further ahead on the left. The background shows a vast, hazy mountain range under a blue sky with light clouds. The entire image has a light blue tint.

Celebrate that small step and win

Track and measure your successes

Adopt a learning mindset





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Resilient nations.



## Reflection

Please share with us a highlight for you from the webinar.

Either...

- An Insight – what you learned about Impostor Syndrome and how to overcome it?
- An 'aha'! – something that really stood out for you
- An action – one thing you are going to do because of this webinar

*Please type any comments or questions into the chat box.*





What remaining questions do you have?

# Thank You!



*Empowered lives.  
Resilient nations.*

For any further questions, reach out to us on:

**E-mail:** [career.development@undp.org](mailto:career.development@undp.org)

**Yammer:** Career Development & Experience

Or visit our intranet page on:

<https://undp.sharepoint.com/teams/TalentDevelopmentHub>