



# Taming Imposter Syndrome

EQUIP | EMPOWER | ELEVATE

Career+Life

# *Overview*

## TALKING POINTS

E<sup>3</sup> Workshop Ground Rules

Meet Amy

What is Imposter Syndrome

Research Accolades

Imposter Phenomenon is Expensive

Imposter Phenomenon is Draining

Taming Imposter Phenomenon

Commitment Contract

Q&A

# *Ground Rules*

E<sup>3</sup> COACHING STUDIO



## FIDGETS

You've been busting your booty all day. Need to make a flower? Spin a fidget so you can concentrate? Do it.

## SAFE SPACE

This is a safe space where people can bring their whole selves. If you aren't someone who believes in this, no judgement for exiting our time together now.

## CONTRIBUTION

Sharing can be vulnerable; know that your lived experiences will be honored and that all input/questions are valuable.

# *Meet Amy*

AS HUMANS OUR IDENTITIES ARE NOT INDIVIDUALISTIC, HERE  
ARE A FEW OF MINE

Career+Life Strategist | Campus & Community Outreach Recruiter

2SLGBTQ+: CIS, White, Bisexual Married to My Beautiful Wife, Megan

Daughter | Sister | Aunt | Niece | Friend | Caregiver

Recovering People Pleaser | Weight Struggler | Recovering Perfectionist

Ally & Advocate: Asian Lives | Black Lives | Brown Lives | 2SLGBTQIA+ | Socioeconomics

First Generation Student | High School Struggler | College Dropout | MBA | Lifetime Learner

Survivor: Sexual Abuse | Physical Abuse | Emotional Abuse

Child of: Alcoholic | Deceased Parent | Incarcerated Parent

“

## IMPOSTER PHENOMENON DEFINED

Experiencing feelings of inadequacy even though your successes can be traced to hard work, not luck.



# *Dr. Pauline Rose-Clance*

CONDUCTED RESEARCH IN [1978](#)

CREATED THE CLANCE IMPOSTER  
PHENOMENON SCALE ([CIPS](#))

ENCOURAGES REFRAMING;  
SYNDROME IMPLIES NEGATIVITY

# *Female Identifying: Extra Pressures*

## GENDER CREDITABILITY

CIS role models and presumed growth through the aging process.

## STEREOTYPING

Fear of bias based on looks, identity, relationship status, etc.

## SYSTEMATIC BIASES

Lived and perceived experiences in the workplace.

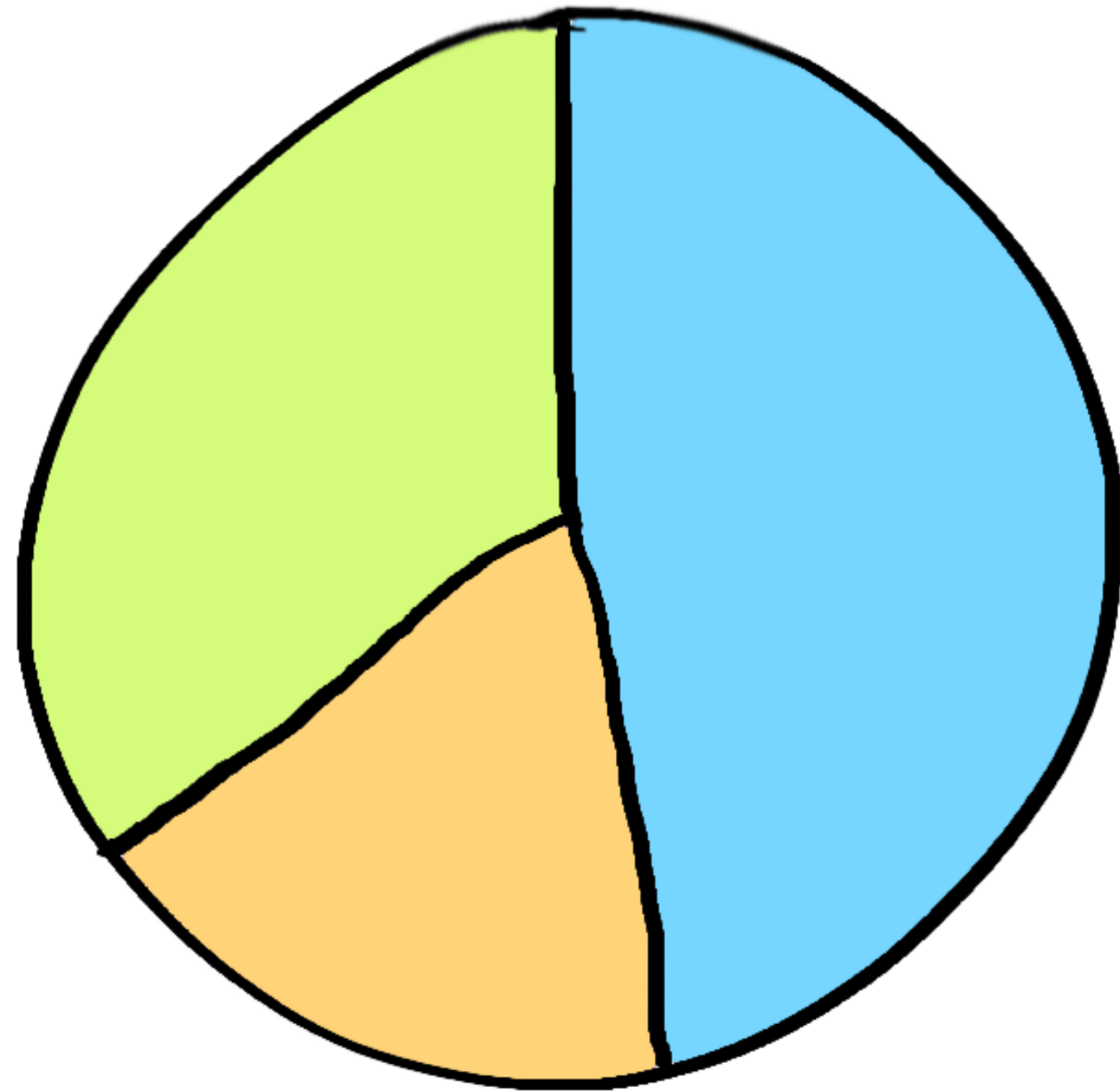







THANKS JULIA BUT TO BE FULLY CONVINCED I'LL  
NEED TO HEAR JOHN RESTATE YOUR IDEA







-  PEOPLE WHO GET IMPOSTER SYNDROME
-  OTHER PEOPLE WHO GET IMPOSTER SYNDROME
-  LITERALLY EVERYONE ELSE  
(THEY ALSO GET IMPOSTER SYNDROME)

EVERYONE FEELS LIKE AN IMPOSTER  
SOMETIMES, AND THAT'S OKAY

# *Imposter Phenomenon is Expensive*

ELIMINATING YOURSELF FROM THE POOL

Consistently looking for that one bullet criteria that excludes you.

JUST ONE MORE CLASS

Continually seeking out knowledge before taking action; marketers feed off insecurity.

PLAYING SMALL ON YOUR PROFESSIONAL TOOLKIT

Selling your accomplishments and gifts short on your resume, cover letter, LinkedIn, etc.

# *Imposter Phenomenon is Draining*

## BEING SUPERHUMAN

Consistently overworking and putting more time in the office than others. Also seeing downtime as wasteful and unproductive.

## LUCK AND TIMING

Allowing your inner gremlin to convince you that your talents and abilities can't be applied elsewhere.

## FEAR OF DISSAPPOINTING OTHERS

Continually allowing the fear of failure or disappointment stop you from going after what you really want.

# *Taming Imposter Phenomenon*

NAME IT TO TAME IT

Give your IP saboteur a name and allow it 90-seconds of talk before you shut it down.

Lab time...

01:00

Start Stop Reset mins: 1 secs: 00 type: Lab   
Breaktime for PowerPoint by Flow Simulation Ltd. Pin controls when stopped ☒

# *Taming Imposter Phenomenon*

## PERSONAL INVENTORY

Go through those old files, rack your brain, look up those reviews – write down your skills and accomplishments

## SMILE FILE

What have your clients, peers, friends, and family told you that you are amazing at?

## PERSONAL ADVISORY BOARD

Create a small tribe of trusted individuals that you connect with on a regular basis.



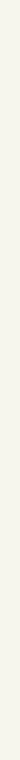
# *3 Questions to Check Yourself*



IS IT TRUE?

WHAT IS IN YOUR  
CONTROL?

WHAT  
VULNERABILITY  
OR CORE VALUE  
IS MAKING YOU  
FEEL THIS WAY?



# TAMING IMPOSTER PHENOMENON



What is true?

What is in my control?

What core value or vulnerability is  
making me feel this way?

I AM ENOUGH

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# *Commitment Contract*



Write down 1  
imposter gremlin  
that kept  
popping into  
your head today.

What  
vulnerability or  
core value is  
making you feel  
that way?

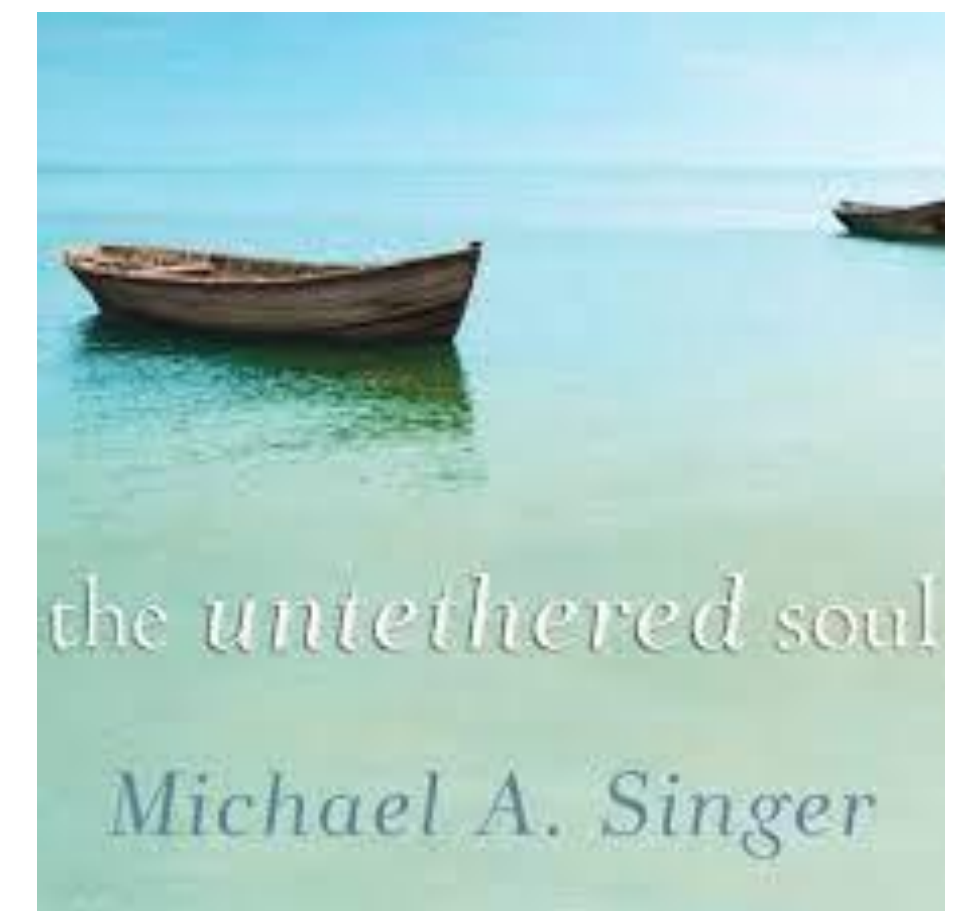
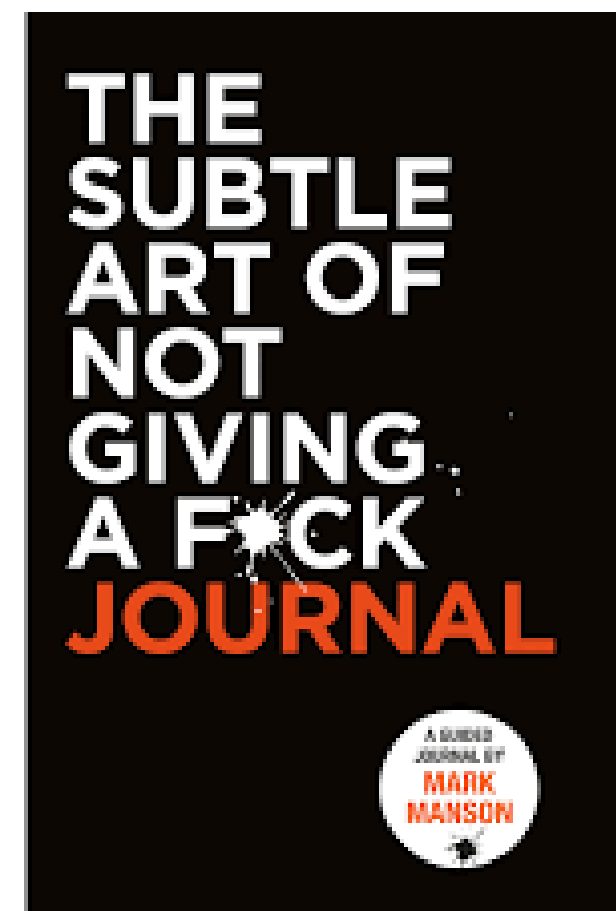
How can you  
tame that  
gremlin the next  
time it rears its  
ugly head?

Lab time...

01:30

Start Stop Reset mins: 1 secs: 30 type: Lab ☐

Breaktime for PowerPoint by Flow Simulation Ltd. Pin controls when stopped ☒









## E<sup>3</sup> Coaching Studio

[amy@e3coachingstudio.com](mailto:amy@e3coachingstudio.com)

(616) 552-9702

[www.e3coachingstudio.com](http://www.e3coachingstudio.com)

Currently 6-8 week new client waitlist,  
please email me if you are interested  
connecting in the near future.

## Pine Rest

[amy.pierce-danders@pinerest.org](mailto:amy.pierce-danders@pinerest.org)

(616) 281-6363 x4888

<https://www.pinerest.org/pinerest-careers/>

If you'd like to chat about career  
opportunities at Pine Rest, please reach out.