


WOMEN SQUASHING IMPOSTER SYNDROME

FACT SHEET

IMPOSTER SYNDROME IS...

A deep belief that one is **incapable or incompetent**, no matter how much evidence shows otherwise. Women with imposter-ism tend to be perfectionists, dismiss praise, fear failure and making mistakes. They also tend to have high anxiety, self-doubt, and have difficulty having kindness & compassion for *themselves*. Imposter-ism is often suffered in silence despite the many women who share this experience.


7 IN 10 FEMALES experience Imposter Syndrome***

THE ROOTS**

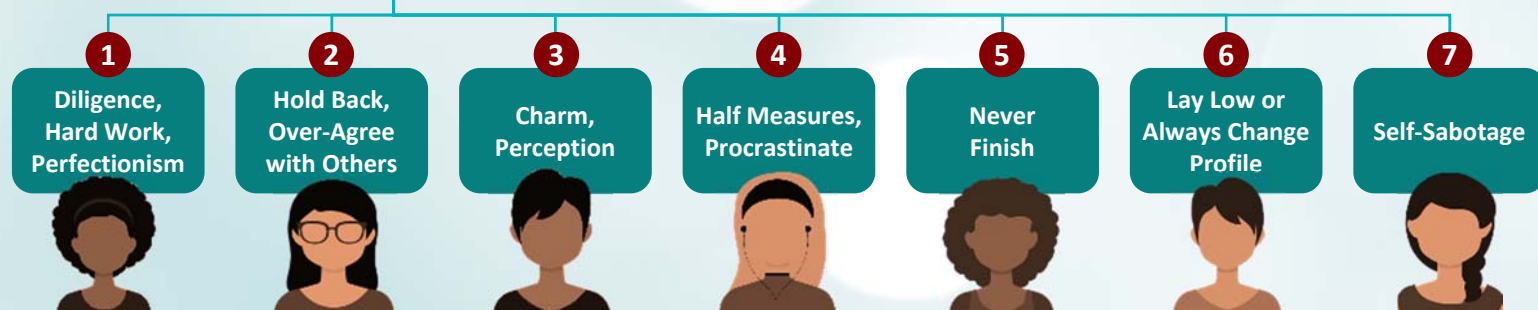
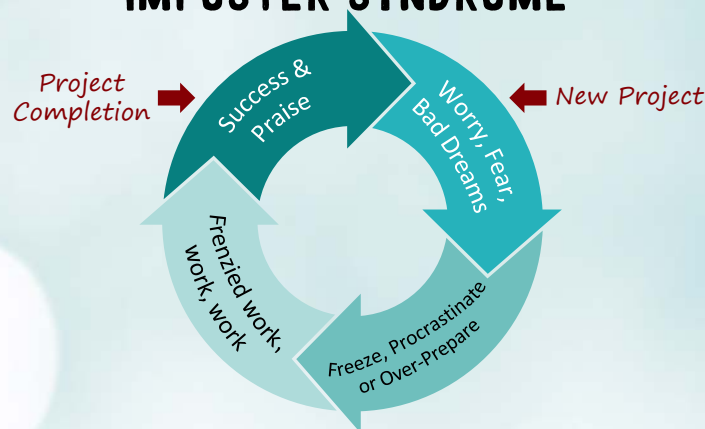
Family Myths & Labels

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Socio-Cultural Norms & Values

Misperceptions, Pressure and/or Limitations Imposed by Self & Others

THE VICIOUS CYCLE OF IMPOSTER SYNDROME



7 Distinct Behaviors that Uphold Imposter Syndrome (sometimes there is overlap)**

SQUASHING IMPOSTER SYNDROME: Repeat steps as needed with patience as this takes time**

STEP 1

ASSESS



Assess with a forensic (critical) eye, the messages & values you absorb/ed at home, at school/work & the culture(s) around you. What did you learn about being **female**? About **success**? About **mistakes**? How do these ideas impact you today? Think of some specific examples.

STEP 2

REFRAME



Which messages & values from Step 1 keep you stuck? What messages can you replace them with that are more **self-compassionate & empowering**? What would the examples from Step 1 look like if they unfolded with your new values? Start to envision a more confident You.

STEP 3

PUSH



Time to make these mental changes stick by pushing yourself to **think & do things differently** with your NEW values. When the same old imposter feelings surface, observe your thoughts & test with re-frames from Step 2. Get support. This is a **process**, so be patient with yourself!

* Source: *The Imposter Phenomenon* (1985) by Dr. Pauline Rose Clance.

** Source: *The Secret Thoughts of Successful Women* (2011) by Dr. Valerie Young.

*** Source: 2017 Simon Fraser University [study](#) (see Table 4).