



Live Well, Work Well

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COMBATING IMPOSTER SYNDROME

Imposter syndrome affects millions of workers. From time to time, you may question your abilities and qualifications, but it may become a problem when this feeling escalates. Imposter syndrome is when you don't think you belong or deserve your job. It can present in various ways, such as having insecurities about abilities, second-guessing decisions and being afraid of failure.

Follow these tips to help combat imposter syndrome in the workplace.

Retrain Your Focus

Often, feelings that accompany imposter syndrome are separate from the facts of the situation. While it may be challenging to stop emotions from arising, you can reframe your thinking by replacing a feeling with a fact.

For example, imagine you offered an idea during a meeting, but you don't think your co-workers liked it. Refer back to the specifics of what was said in response to your proposal. Expand on this—maybe the replies were more positive than you imagined in your head.

Share How You're Feeling

Feelings of imposter syndrome are common in the workplace. Try sharing any feelings of imposter syndrome with someone else. This can help you overcome these negative feelings instead of keeping them a secret.

Foster Workplace Safety

Have open conversations about how self-doubt can affect even the most successful people. Talking openly can help normalize that imposter syndrome happens to

many people in the workplace and can help bring awareness companywide, allowing you and others to feel less alone. Being able to openly discuss imposter syndrome in the workplace can help others feel emotionally safe in the workplace.

Give Yourself Credit

You've most likely worked hard to be in your position. Give yourself credit for getting to that spot. While it's crucial for a workplace also to provide validation, it's also essential that you recognize your accomplishments.

Practice Affirmations

Write down the facts. Imposter syndrome can stem from false accusations in your head. Start by writing down the facts about the situation and the positive ways you contribute to your workplace. When you're struggling, pull out this list and repeat the affirmations to yourself.

Conclusion

Knowing how to combat imposter syndrome not only helps you but can also help others in the workplace.

For additional information on how to help combat imposter syndrome in the workplace, reach out to us today.

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