



VIRTUAL ROUNDTABLE • JUNE 16 • 11:30 AM–1:00 PM

PARTICIPANT GUIDE

Imposter Syndrome

Reflection & Action Workbook

"I don't belong here"

"What if they find out?"

"I just got lucky"

"I'm not ready"

"Everyone else knows more"

*A conversation about confidence, growth, and belonging.
You are not alone — and these pages are here to help you explore that.*



June 16,
2026



11:30 AM –
1:00 PM



Virtual Teams
Meeting



SECTION 1

What Is Imposter Syndrome?



Imposter syndrome is the **persistent feeling that your success is undeserved**, despite clear evidence of your competence, achievements, and qualifications. It often surfaces when people are stretching into new roles, visibility, or opportunities.

Common patterns include:

- Attributing success to luck or timing
- Minimizing accomplishments & brushing off praise
- Constant comparison to others
- Fear of being "found out"
- Moving the goalposts after each success
- Feeling pressure to know everything first



SELF-ASSESSMENT

Recognizing the Signs

Check any statements that resonate with you:

☐ I downplay my accomplishments.

☐ I compare myself to others frequently.

☐ I feel uncomfortable accepting praise.

☐ I believe my success is mostly luck.

☐ I hesitate unless I feel fully prepared.

☐ I worry people will discover I'm not as capable as they think.

☐ I set unrealistically high expectations for myself.

☐ I feel pressure to know everything before I contribute.

Reflection: Which statement stands out most for you, and why?



SECTION 2

The Five Common Patterns

Research by Dr. Valerie Young identifies five distinct ways imposter syndrome manifests. Which do you recognize in yourself?

**The Perfectionist**

Fear of failure & mistakes

"If I make a mistake, I have failed."

Reframe: Challenge perfection with progress. Done is often better than perfect.

**The Expert**

Must know everything

"I should know more before I contribute."

Reframe: You don't need to know everything to add value. Your perspective matters.

**The Natural Genius**

Effortless = capable

"If it doesn't come easily, maybe I'm not good at it."

Reframe: Learning often requires effort. Struggle is a sign of growth, not inadequacy.

**The Soloist**

Independence = competence

"If I need help, I must not be capable."

Reframe: Seeking support is a strength, not a weakness. Collaboration multiplies capability.

**The Superhuman**

Excel in every area at once

"I should excel in every area, all at once."

Reframe: Sustainable success requires balance and boundaries. Thriving in key areas is real achievement — doing everything perfectly at once is not the standard.

“

Feeling uncertain does not mean you are unqualified. Often, it means you are growing.

”



SECTION 3

Personal Reflection

Which type(s) resonate most with you? (check all that apply)

**The Perfectionist***High standards, fear of failure***The Expert***Need to know everything first***The Natural Genius***It must come easily or I'm failing***The Soloist***Asking for help = weakness***The Superhuman***Must excel in every area, all the time*

When do you feel imposter syndrome most? (Describe the situation, role, or context)

 Scenario Reflection

You just received recognition for your work, but your first instinct was to say "it was nothing." What's the story you told yourself?

 Group Discussion Prompt

Think of a time you held yourself back because you didn't feel "ready." What would you tell a trusted colleague in that same situation?



"You are not alone. Growth often feels uncomfortable. You belong in rooms you worked hard to enter."



SECTION 4

Evidence vs. Story

One of the most powerful tools for challenging imposter thoughts is separating the facts from the story you tell yourself about those facts.

 Evidence (Facts)

What is objectively true

- Promoted or selected for a new opportunity
- Trusted with projects, leadership, or visibility
- Positive feedback from peers, clients, or supervisors
- Education, certifications, or lived experience
- Results and outcomes you have delivered

My Evidence — What are the facts about my qualifications, achievements, and contributions?

 Story (Interpretation)

The narrative we add

- "I just got lucky."
- "They overestimate me."
- "I'm not really ready."
- "Other people know much more than I do."
- "It won't last — they'll find out."

My Story — What narrative am I adding to those facts?

**The Key Question to Ask Yourself:**

If a trusted colleague came to me with the exact same evidence — the same achievements, the same feedback, the same experience — what story would I tell them about who they are?

SECTION 5 Myth-Busting

Myth	Reality
"Imposter syndrome means you actually aren't capable."	It's most common among high-achievers. Capability and self-doubt often coexist.
"Only certain people experience this — usually minorities or newcomers."	Studies show it affects people across all demographics, industries, and career levels.
"Once you become more successful, it goes away on its own."	Without intentional reflection, imposter feelings can intensify with greater visibility and responsibility.
"Feeling it means you should wait before taking on more."	Action often precedes confidence. Waiting to feel "ready" can keep you stuck indefinitely.

SECTION 6 Reframing the Inner Critic

"I don't belong here."



"I earned the opportunity to be here."

"I'm not ready."



"I am capable of learning what comes next."

"Everyone else knows more."



"Everyone is still learning — including the experts."

"I just got lucky."



"My effort, skills, and experience contributed to this outcome."

Write your own reframe — What inner critic thought shows up for you most often? How could you reframe it?

Instead of thinking...

I will try...





SECTION 7 Tools to Try

Keep a "Win Log"

Write down one accomplishment each week — big or small. Review when imposter thoughts spike. Build a bank of evidence that represents your real track record.

Name It to Tame It

When imposter thoughts arise, say: "This is my imposter syndrome talking." Naming the feeling reduces its power and creates space between the thought and your response.

Talk to a Mentor or Peer

Share your experience with someone you trust. You'll often discover they feel it too. Breaking the silence dismantles imposter syndrome's power to isolate.

Act Before You're Ready

Confidence is built by doing, not waiting. Apply for the role, share the idea, raise your hand — the feeling of readiness often follows the action, not the other way around.



SECTION 8 My Confidence Action Plan

Choose one action you will take this week when imposter thoughts show up:

☐ Speak up in a meeting or share an idea I would normally hold back.

☐ Apply for a role, project, or opportunity before I feel "100% ready."

☐ Accept a compliment without minimizing it. Simply say: "Thank you."

☐ Ask for support, feedback, or clarity when I need it.

☐ Celebrate one accomplishment this week and name the skill behind it.

☐ Other: _____

My Commitment This Week:

SECTION 9 Resources for Continued Learning

 **Valerie Young — The Secret Thoughts of Successful Women**
The foundational book on imposter syndrome types and strategies for overcoming them.
impostorsyndrome.com

 **TED-Ed / Elizabeth Cox — What Is Imposter Syndrome and How Can You Combat It?**
An accessible animated overview of imposter syndrome origins and neuroscience.
ed.ted.com

 **Harvard Business Review — Stop Telling Women They Have Imposter Syndrome**
A critical perspective on systemic factors behind imposter syndrome experiences.
hbr.org

 **Session Reflection Prompt:**
What facts support my competence — and what story am I telling myself instead?

My Notes & Session Takeaways

You are not alone.

Growth often feels uncomfortable. You belong in rooms you worked hard to enter. Thank you for joining this conversation.

