



# Overcoming Impostor Syndrome Paradox

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René Magritte, La Reproduction Interdite, 1937

# iOpener at a glance

**Making leadership, learning and life better.**



Off-the-shelf Leadership  
Development workshops



Executive Coaching



Bespoke Leadership  
Development –  
for your Team and Business



Happiness at Work

# We recently worked with

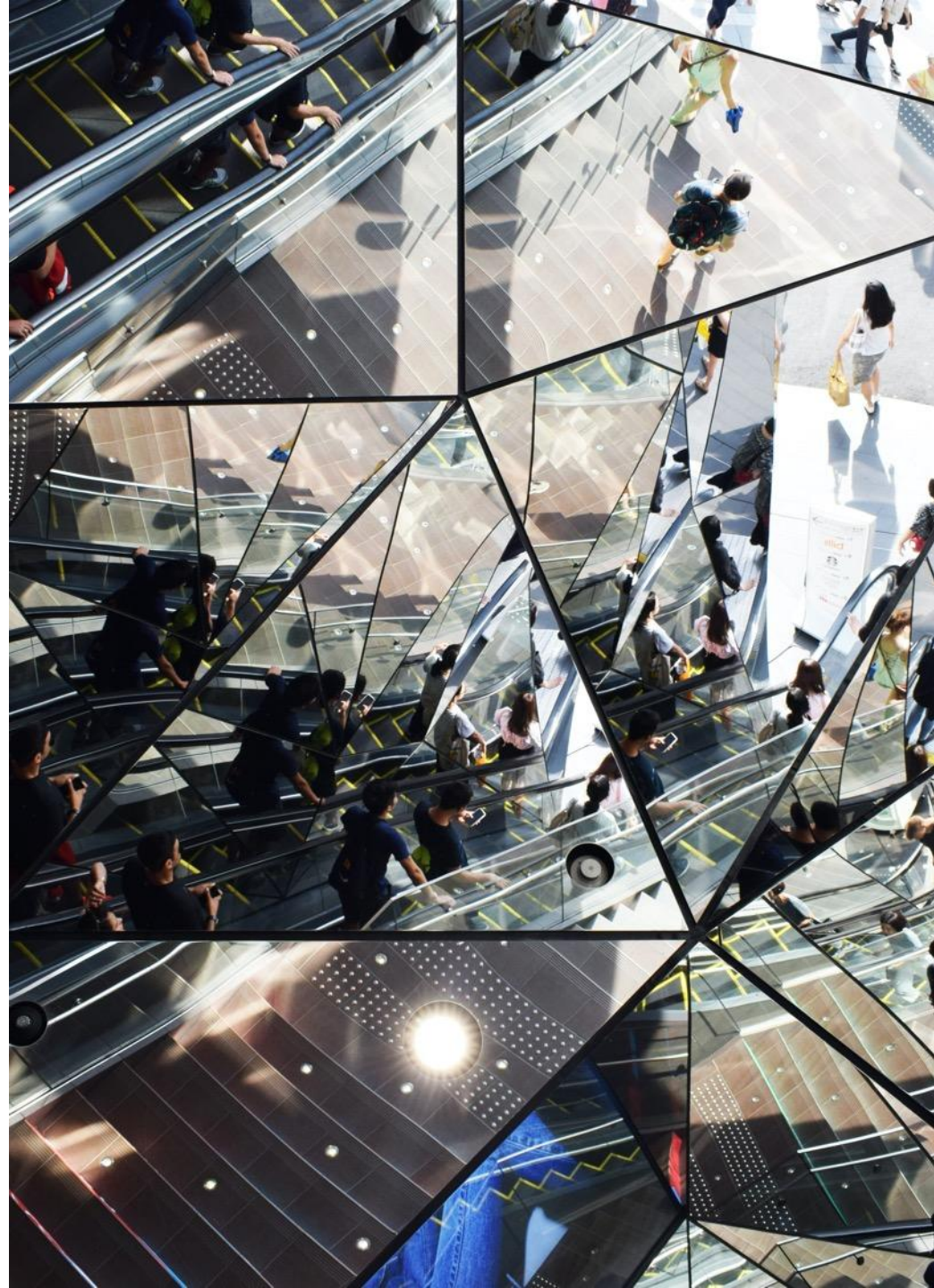


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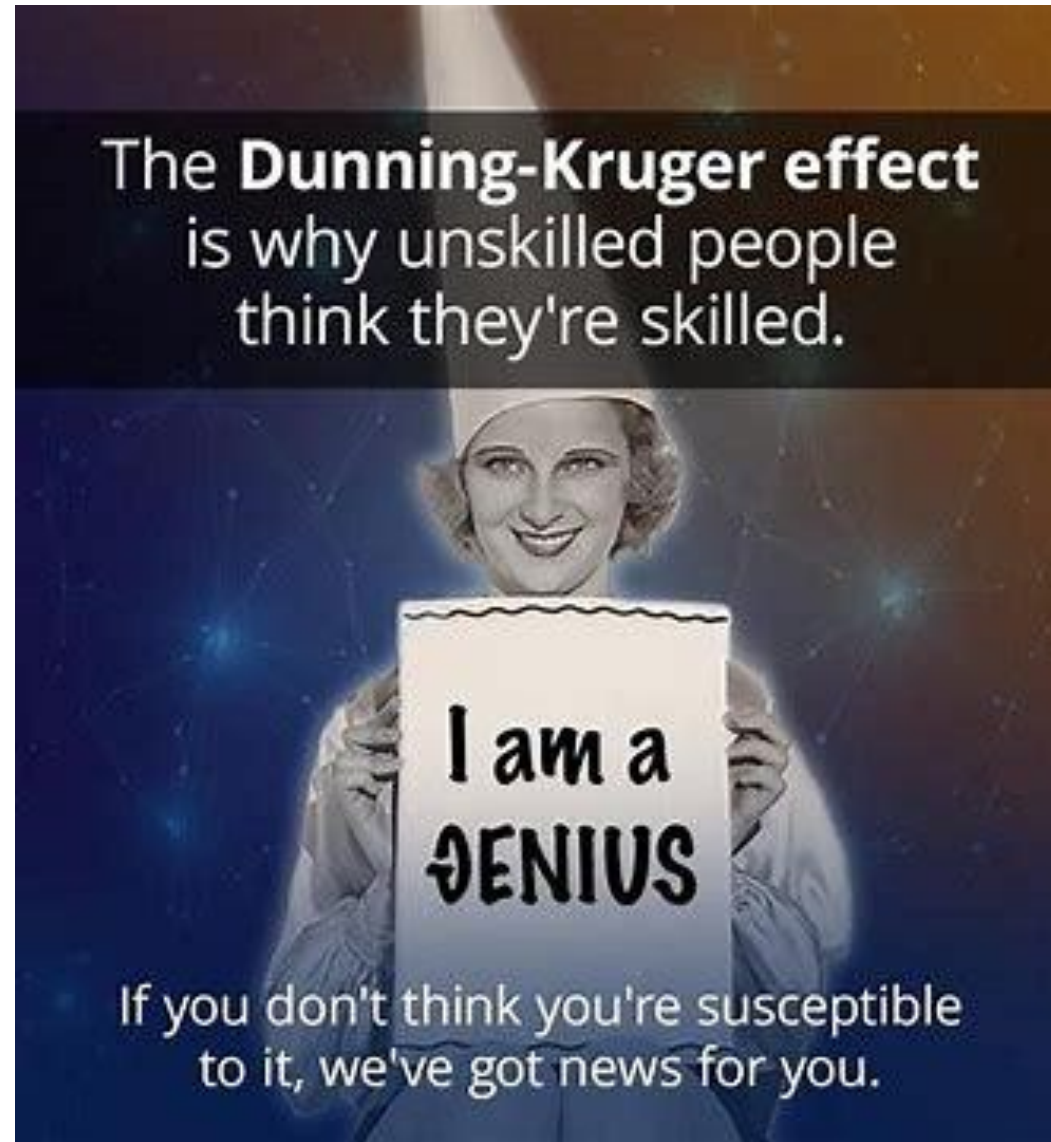
“Others believe in you, you don't believe in yourself; and yet you believe yourself, not the others. If you doubt yourself, shouldn't you also doubt your judgement of yourself?”

When multiple people believe in you, it might be time to believe them.”

Adam Grant



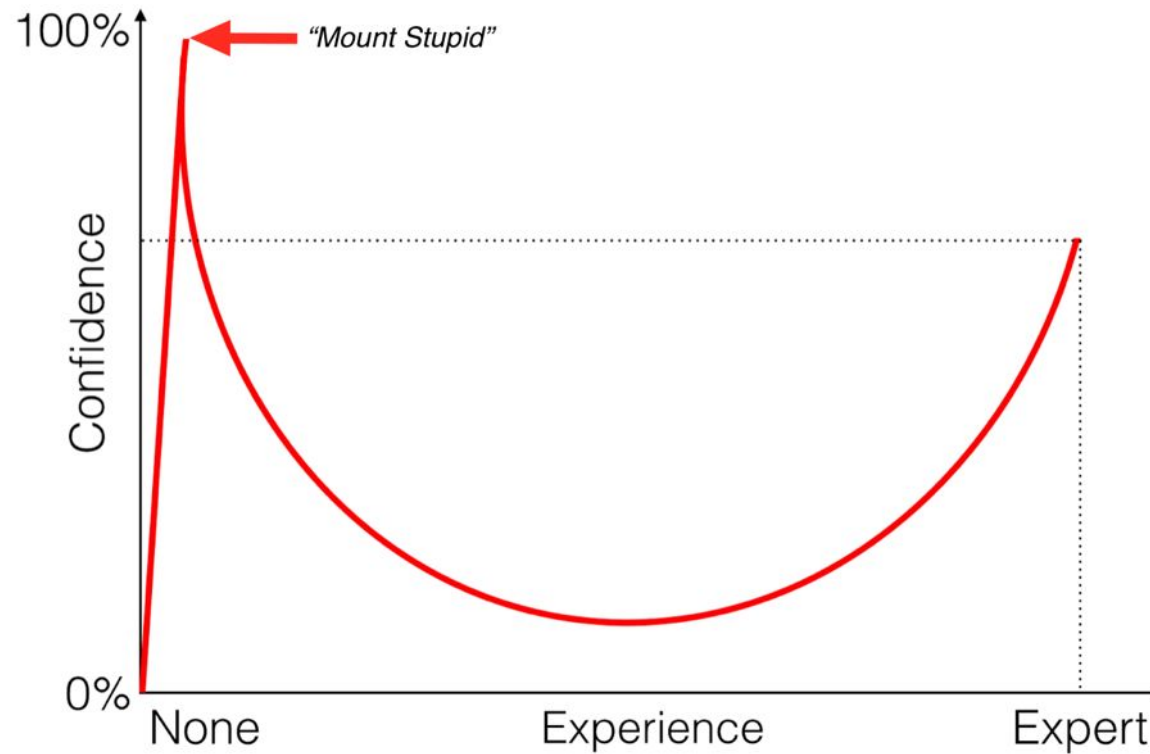
# The Dunning-Kruger Effect



# The Dunning-Kruger Effect

## Dunning-Kruger Effect

Unskilled and unaware of it: how difficulties in recognizing one's own incompetence lead to inflated self-assessments  
Kruger, J., & Dunning, D. (1999)



# The 5 Types of Impostors

People who feel like impostors hold themselves to unrealistic, unsustainable standards of competence. In Dr. Valerie Young's research with hundreds of thousands of people from a wide range of occupations and at all phases of their careers, five different types emerged — each with its own unique focus:



**The  
Perfectionist**



**The  
Expert**



**The  
Soloist**



**The  
Natural  
Genius**



**The  
Superhuman**

Dr Valerie Young, 2022



# The Perfectionist

- Primary focus on “how” something is done, how the work is conducted and how it turns out.
- One minor flaw in an otherwise stellar performance or 99 out of 100 equals failure, shame.

5  
types of  
Impostors





## The Expert

- The knowledge version of the Perfectionist, the primary concern is on “what” and “how much” you know or can do.
- Because you expect to know everything, even a minor lack of knowledge brings failure and shame.





## The Soloist

- Cares mostly about “who” completes the task.
- Because you think you should be able to do it all on your own, needing help, tutoring, or coaching is a sign of failure that evokes shame.



# The Natural Genius

5  
types of  
Impostors



- The Natural Genius also cares about “how” and “when” accomplishments happen. But for you, competence is measured in terms of ease and speed.
- The fact that you have to struggle to master a subject or skill or that you’re not able to bang out your masterpiece on the first try equals failure, which evokes shame.



# The Superhuman

- The Superhuman measures competence based on “how many” roles you can both juggle and excel in.
- Falling short in any role — as a parent, partner, on the home-front, friend, volunteer — evokes shame because you feel you should be able to handle it all, perfectly and easily.

5  
types of  
Impostors

# Tools for overcoming your Impostor Syndrome

- Utilising your strengths
- Growth mindset
- Executive Presence
- Breathing
- The 3 F technique
- Journaling
- Mini Motivational Mantras



# VIA Character Strengths

## Wisdom

- Creativity
- Curiosity
- Judgement
- Love of learning
- Perspective

## Courage

- Bravery
- Honesty
- Perseverance
- Zest

## Humanity

- Kindness
- Love
- Social Intelligence

# VIA Character Strengths (cont.)

## Justice

- Fairness
- Leadership
- Teamwork

## Temperance

- Forgiveness
- Humility
- Prudence
- Self-regulation

## Transcendence

- Appreciation of beauty & excellence
- Gratitude
- Hope
- Humour
- Spirituality

# Fixed vs. Growth Mindset

## Fixed Mindset

### Fixed mindset

- I'm only good at certain things
- I give up when it gets too hard
- I hate challenges
- I take feedback and criticism personally
- I don't like doing what I don't know

## Growth Mindset

### Growth mindset

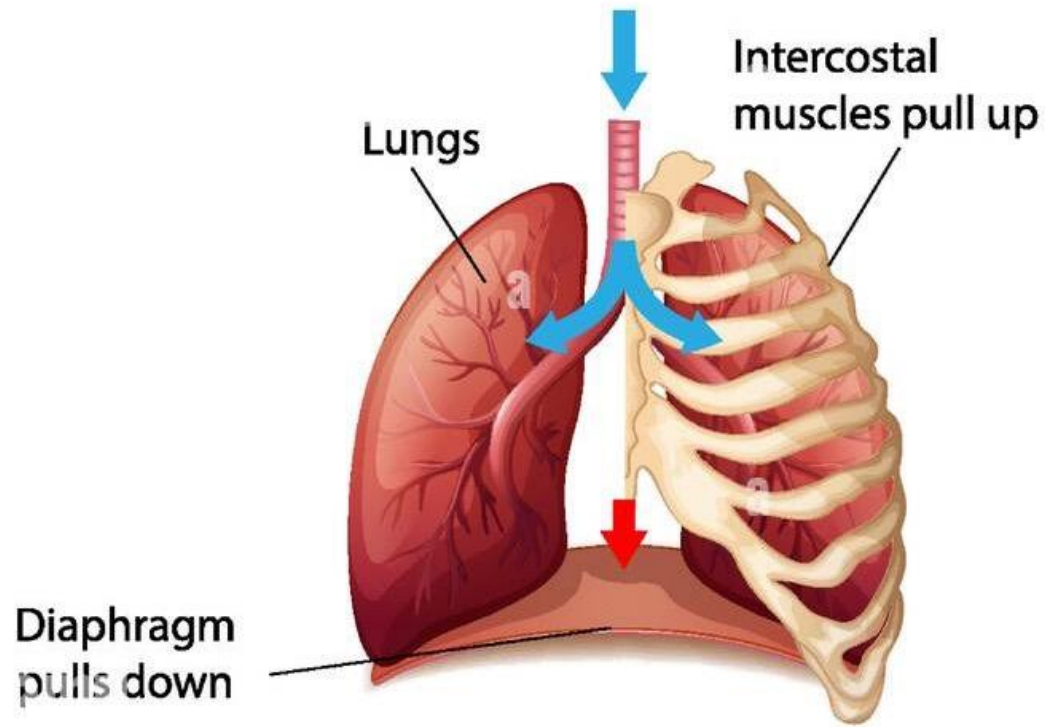
- I can be good at anything
- I try until I get the results I want
- I embrace challenges
- I welcome feedback and criticism
- I like learning about things I don't know

## **Executive Presence:**

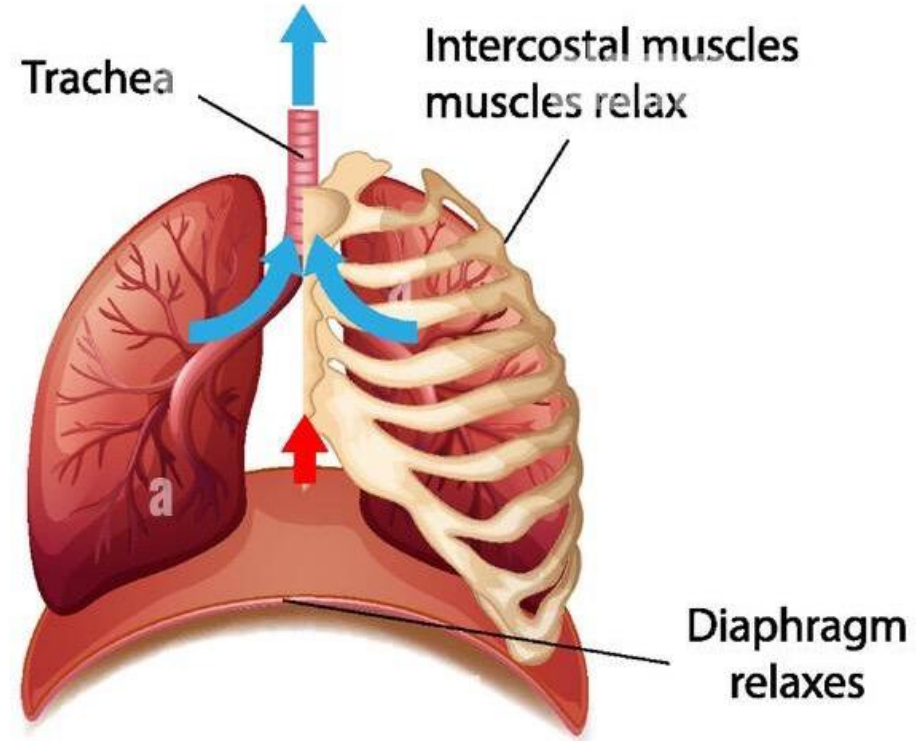
**How do we recognize executive presence?**



# Breathing

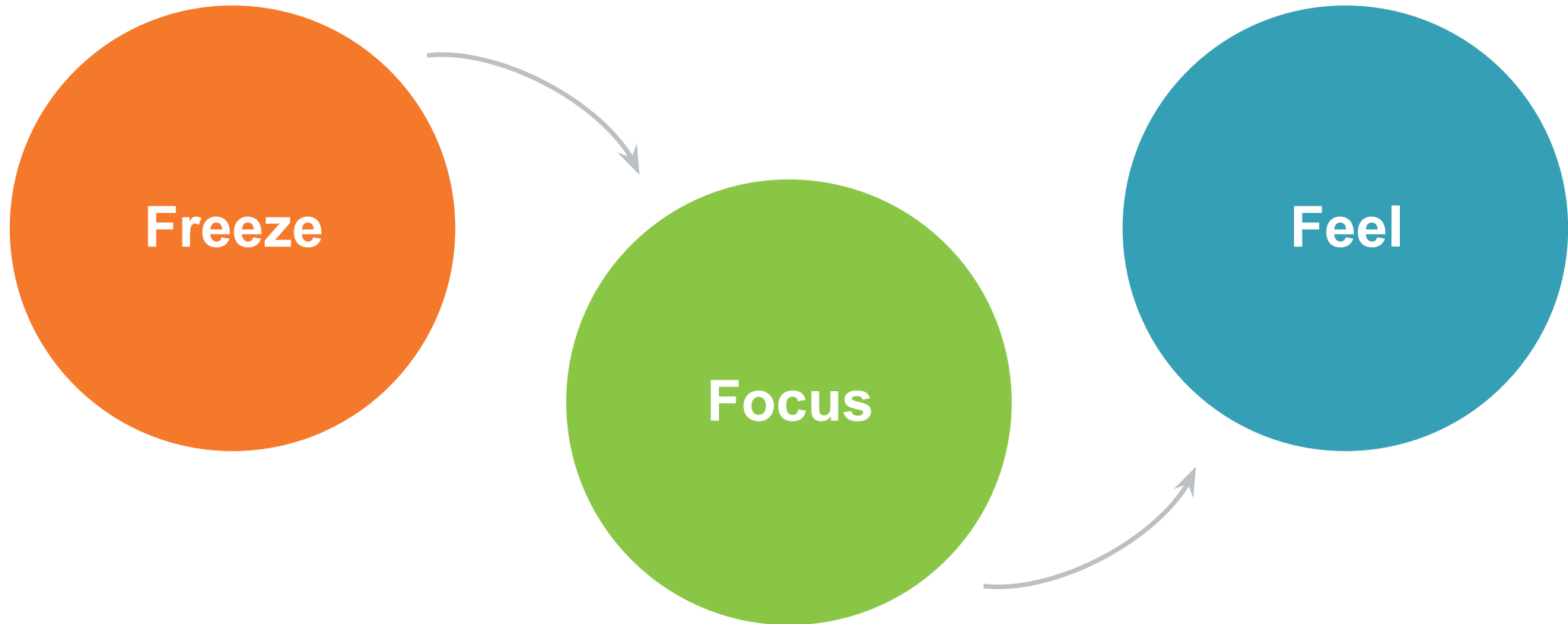


**Inhale**

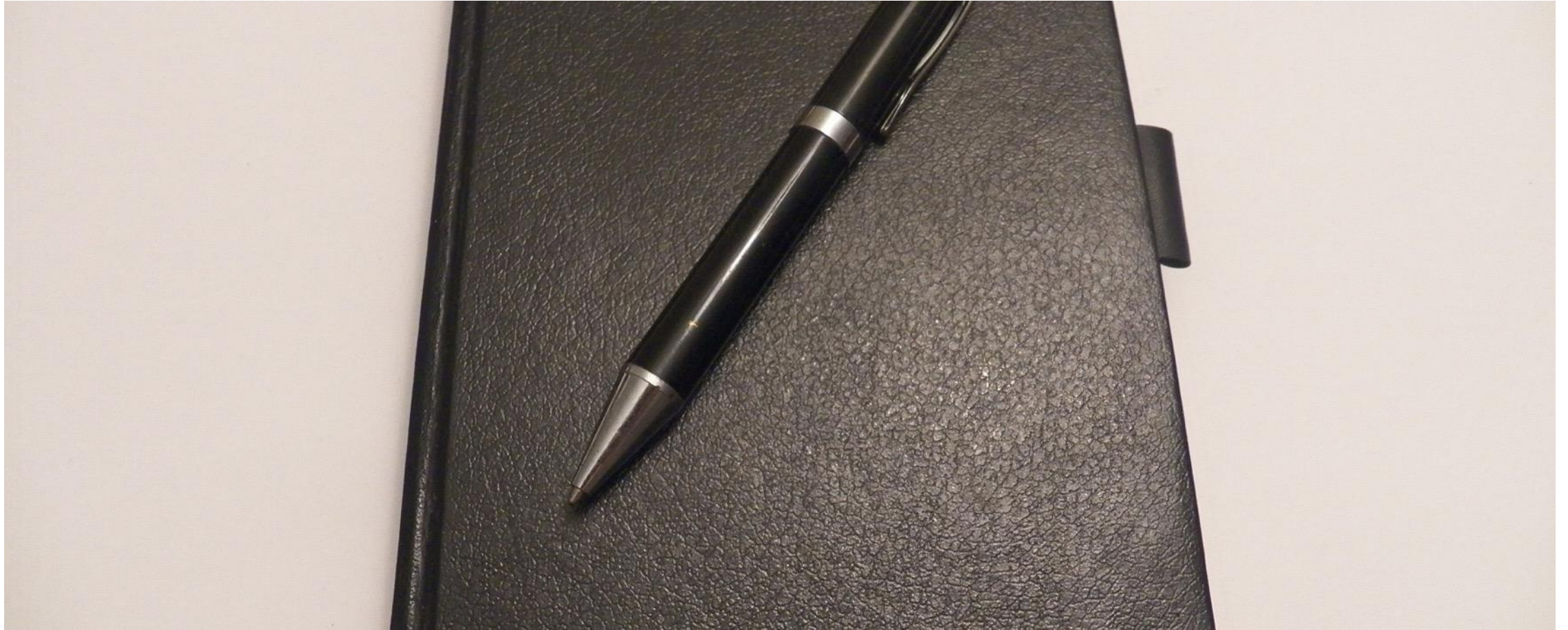


**Exhale**

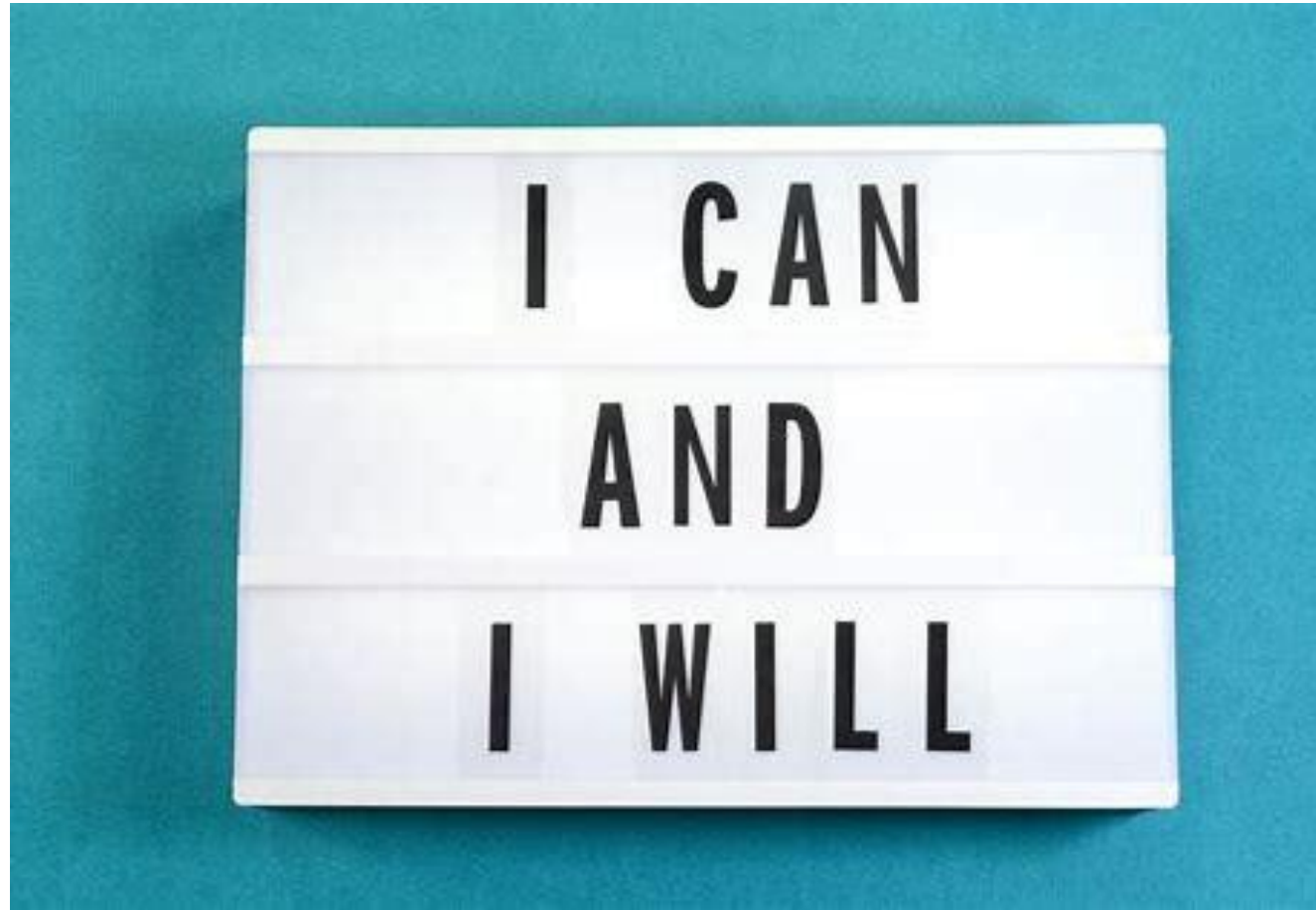
# The 3F technique



# Journaling



# Mini Motivational Mantras



# Three intelligent women!



# How Happy are you at work?





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