

The Impostor Syndrome



The Impostor Syndrome is a prevalent issue that affects numerous professionals, including CEOs. According to a recent survey of 10,000 global employees by the Korn Ferry consulting firm, 71% of CEOs in our country experience symptoms of impostor syndrome in their role. Despite its widespread nature, many people remain unaware of its impact. In a recent survey I conducted, one-third of the respondents had not even heard of the Impostor Syndrome. This syndrome leads individuals to question their worth and often makes them feel like frauds, leading to insecurity and self-doubt in their professional roles.



In order to help individuals overcome Impostor Syndrome, it's essential for coaches to embody the core values of the International Coaching Federation, exhibit empathy, and foster self-discovery. I have found that guiding clients in discovering themselves has been a particularly powerful approach when working with individuals dealing with impostor syndrome. Effective coaching techniques encompass active listening, clarifying objectives, pinpointing limiting beliefs, delving into past experiences, and allowing clients ample time to answer questions and express themselves during sessions.



Common strategies to overcome Impostor Syndrome include avoiding harsh self-evaluation, celebrating successes, valuing work even without external recognition, learning from mistakes, establishing confidence-affirming mantras, practicing self-reflection, and seeking professional help if needed.



The impact of Impostor Syndrome can be profound, leading to anxiety, depression, shame, and stagnation in one's career. It's critical to raise awareness about this phenomenon and seek support if you're struggling with it. If you wish to evaluate whether you may have Impostor Syndrome, you can take an assessment using the following link:

<https://www.paulineroseclance.com/pdf/IPTestandscoreing.pdf>

Additional resources on Impostor Syndrome

<https://coachingfederation.org/blog/coaching-imposter-syndrome>

<https://www.tokyvideo.com/video/kung-fu-panda-4-fullmovie-hd>

<https://youtu.be/zX-nW4mS-R8>

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