

DO YOU HAVE IMPOSTER FEELINGS?



COMPETENCE TYPES

Source: Dr Valerie Young

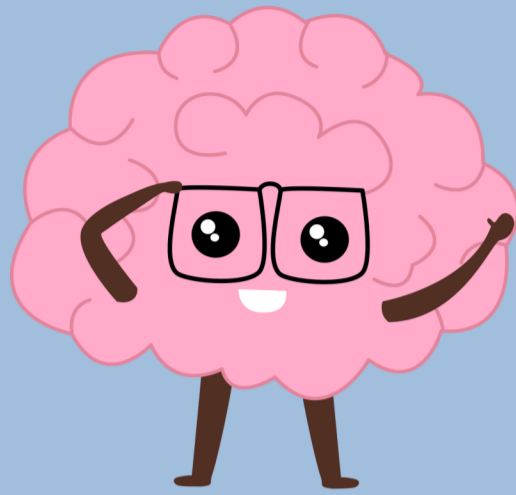


PERFECT

PERFECTIONIST

INTERNAL RULES

- Excessively high standards
- Delivery has to be 100% perfect
- Best efforts are never good enough
- There's only a right or wrong way
- Avoid failure by procrastination or overworking



NATURAL GENIUS

INTERNAL RULES

- Internal bar set impossibly high
- Inherent intelligence & ability; no room for development
- Must get it right on the first try
- Completely thrown by setbacks
- Avoid taking risks

SOLO

SOLOIST

INTERNAL RULES

- Must be able to do it on your own
- Turns down help to prove worth
- Asking for help = sign of failure
- Procrastinate to avoid admitting defeat
- Fear of revealing incompetence



EXPERT

INTERNAL RULES

- Knowledge version of the Perfectionist - need to know it all
- Probably hold multiple Degrees
- Always need to know & learn more
- Fear of being exposed as inexperienced or lacking knowledge



SUPER HUMAN

INTERNAL RULES

- Unrealistic high standards
- Push yourself to work harder than anyone else - on turbocharge
- Should be able to handle everything
- Must be able to perform in multiple roles
- Switched on all the time, likely to burnout

Strategy

FACT V FICTION

NEW RULES

- Feelings are not facts - learn to understand triggers & the source
- Anxiety is a normal reaction, it will pass. Identify a source of support
- Everyone experiences discomfort, often during career transitions - you're moving from your comfort zone to the learning zone
- Recognise that your successes are down to your capability & not luck
- You are good enough 😊

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TALENATA LTD
CAREER & EXECUTIVE COACHING

gemmafrofts@talenta.me.uk

+44 (0) 7791 863092

Visit me at **www.talenta.me.uk**