

Imposter Syndrome

And how to get over it

Mary Prior KC, the 36 Group, 4 Field Court, London. September 2022.

SUCCESS

- What does success look like?
- Tier One KC Legal 500
- Chair of CBA RASSO Group
- Bencher at Gray's Inn
- Serious and complex Crime
- Practitioner at the 36 Group
- Woman of the Year 2022



Definition

- Imposter Syndrome is a collection of feelings of inadequacy.
- They persist despite evident success.
- It is chronic self-doubt and
- Feelings of Intellectual fraud.



ACHIEVEMENTS

YOUR JOURNEY

- MAY BE LONGER
- MAY INVOLVE EPIC FAILS
- MAY CAUSE JEALOUSY
- WILL INCLUDE HATERS
- WILL BE HARD WORK
- HAS NOTHING TO DO WITH LUCK



You matter

Fight imposter syndrome because...

- It can stifle the potential for growth
- It can prevent new opportunities
- It can damage relationships
- It can damage you
- It can remove emotions

Success

How to make it

- Never compare yourself to others
- Know your skills and things to work on
- Work on those things
- Be your best friend
- Call out poor behaviour by you and by others
- Stop to enjoy the view

Mary Prior KC

**The 36 Group
4 Field Court
London
September 2022**



Labels

Which one were you?

- Fat
- Clumsy
- Silly
- Plain
- Boring
- Stupid



WHY ME?

OR WHY MY COLLEAGUE?

- IMPOSTER SYNDROME DISPROPORTIONATELY AFFECTS HIGH ACHIEVING PEOPLE
- WHO FIND IT DIFFICULT TO ACCEPT THEIR ACCOMPLISHMENTS



- PAULINE CLANCE AND SUZANNE INNES DEVELOPED IMPOSTER PHENOMENON 1978
- WHO GETS IT?
- MICHELLE OBAMA
- SOTOMAYOR (SCJ)
- BARONESS HALE

- FEELING UNSURE SHOULD NOT MAKE YOU AN IMPOSTER
- DO NOT “SUFFER” FROM IS
- CONSIDER WHETHER IT IS THE WORKPLACE THAT IS THE PROBLEM
- SYSTEMATIC RACISM AND BIAS

CONFIDENCE IS NOT COMPETENCE

CONFIDENCE IS NOT LEADERSHIP

- ARROGANCE AND OVERCONFIDENCE
- INVERSELY RELATED TO LEADERSHIP TALENT
- A PET CAN BECOME A THREAT
- IMPOSTER SYNDROME MAY BE CREATED BY THE WORKPLACE

TYPES OF IMPOSTER SYNDROME

FIVE BASIC TYPES

- PERFECTIONIST (can't get it perfect)
- THE EXPERT (doesn't know everything)
- NATURAL GENIUS (not)
- SOLOIST (needed help)
- SUPERPERSON (work the longest/hardest)

Common characteristics of imposter syndrome

Include

- Unable to assess your competence and skills
- Attributing your success to external factors
- Berating your performance
- Fear that you won't live up to expectations
- Overachieving
- Sabotage
- Self doubt
- Setting unrealistic goals

IMPACT

WHAT HAPPENS?

- FUELS MOTIVATION
- CAUSES CONSTANT ANXIETY
- OVER-PREPARE
- OVER-WORK
- LEADS TO DEPRESSION
- DOING WELL DOES NOTHING TO CHANGE YOUR BELIEFS

EXAMPLES OF IMPOSTER SYNDROME

TO BETTER UNDERSTAND WHAT IT LOOKS LIKE

- FEELING LIKE A FRAUD WHEN PROMOTED
- FAILING TO PROMOTE YOURSELF
- NOT “DESERVING” AN AWARD
- NOT BELIEVING COMPLIMENTS
- WAITING FOR DISASTER

SIGNS OF IMPOSTER SYNDROME

ASK YOURSELF THESE QUESTIONS

- Do you agonise over small mistakes?
- Do you attribute success to others?
- Are you sensitive to critique?
- Do you feel you will be exposed as an imposter?
- Do you downplay your expertise?

CAUSES OF IMPOSTER SYNDROME

ALL BACKGROUNDS, ALL AGES, ALL GENDERS

- FAMILY UPBRINGING
- PARENTING STYLES
- HIGH LEVEL OF CONFLICT IN THE FAMILY
- GOING THROUGH A TRANSITION
- WORKPLACE DISCRIMINATION
- POOR FRIENDSHIP GROUP/PARTNER

COPING WITH IMPOSTER SYNDROME

GETTING PAST IT

- START BY ASKING YOURSELF SOME HARD QUESTIONS
- WHAT CORE BELIEFS DO I HOLD ABOUT MYSELF?
- DO I BELIEVE THAT I AM WORTHY OF LOVE?
- MUST I BE PERFECT FOR OTHERS TO LOVE ME?

Getting over it

Moving forward

- Talk to others about your thoughts
- Irrational belief can fester if not shared
- Try to help others who are the same as you
- Assess your abilities
- Take small steps
- Question your thoughts - how can I be a fraud!

ABSOLUTE KEY PRINCIPLES

DO THIS IF NOTHING ELSE

- STOP COMPARING YOURSELF TO OTHERS
- USE SOCIAL MEDIA LESS
- LISTEN TO YOUR FEELINGS
- REFUSE TO LET IT HOLD YOU BACK

LUCK

IS NOT WHY YOU SUCCEEDED

- SUCCESS DOES NOT REQUIRE PERFECTION
- OFFER KINDNESS AND COMPASSION
- LEARN TO RECOGNISE THE “INNER VOICE”
- QUIETEN IT