

## Imposter syndrome – and how to deal with it

90-minute virtual session

From time to time we will all have doubts about our ability and whether we 'belong'. This is never truer than at work. Imposter syndrome is the feeling that we don't deserve the position of responsibility that we have and therefore find it difficult to take pride in our achievements and can feel like a 'fraud'. In particular, there is a perception that this 'confidence gap' is holding women back in the workplace.

This practical workshop, aimed at all colleagues, looks at the evidence surrounding imposter syndrome and explores practical ways that organisations and colleagues can create inclusive environments to support others to develop and excel.

### Learning objectives

- Understand imposter syndrome and where it comes from
- Explore the impact it may have in the workplace
- Recognise imposter syndrome in others
- Develop strategies to tackle and overcome imposter syndrome
- Understand how to support people with imposter syndrome

### Session format

Sessions are usually run on Zoom or Teams. Please let us know if you prefer a different platform.

Groups of up to 12 recommended, up to 20 if necessary. Please let us know if you have a larger group and we can tweak the session accordingly.

All participants receive a PDF of the slides, key learning points and pointers to further learning resources.

### Sample timetable

<b>9:00</b>	<b>Welcome and introduction</b>
<b>9:05</b>	<b>Reflection on personal experiences</b>
<b>9:15</b>	<b>What is imposter syndrome?</b>
<b>9:50</b>	<b>Confidence boosting and managing self-talk</b>
<b>10:10</b>	<b>Allyship in the workplace</b>
<b>10:20</b>	<b>Action planning and next steps</b>
<b>10:25</b>	<b>Key takeaways</b>
<b>10:30</b>	<b>Close</b>