'That Inner Critic & Imposter Syndrome'

Mary Horgan
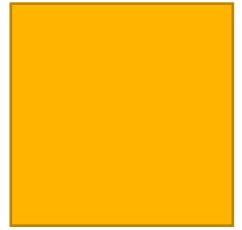**Friday, 25th October 2024**

A TRADITION OF
INDEPENDENT
THINKING

UCC

University College Cork, Ireland
Coláiste na hOllscoile Corcaigh

# Let's get the most out of this morning

- **Email**: Switch it off & be present

- **Microphone**: When not speaking, please keep it on mute

- **Camera**: If possible, please do have your camera on

- **Participate**: Just use the 'raise hand' function if you have a question or wish to comment & click to take it down afterwards. The more interactive, the better!

- **Confidentiality**: Everything we discuss is confidential

Workshop Objectives

- What is Imposter Syndrome?

- Some symptoms

- Role of Self-Belief

- Growth V Fixed Mind-set

- Triggers

- Strategies to deal with it
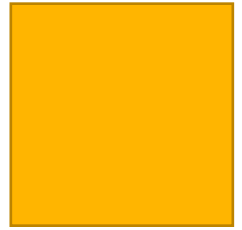
Can you answer YES to below?
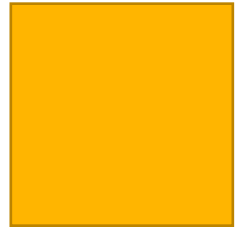
Have you lied or fabricated your

- previous exam results or qualifications?

- experience?

- abilities?

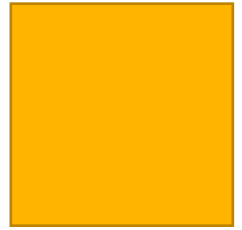An Imposter = Person who pretends to be somebody else in order to trick people
Oxford English Dictionary

Any sound familiar?

1. Won't let go the email/paper/dissertation, you need to keep fixing, redrafting, re-reading it….

2. Say 'no' or don't put yourself forward for …. presentations, committees etc.

3. See a job advertised you'd love but do not apply. Why not? *'I won't get it, too many others far better.'*

4. Just been promoted but now terrified. What if you are "found out" as being incompetent?

5. You second-guess yourself & avoid putting yourself forward for new opportunities.

What is Imposter Syndrome?

That feeling of being a fraud despite **evidence** that you are not'.   Hugh Kearns

The persistent inability to believe your success is deserved or has been legitimately achieved as a result of your own efforts or skills
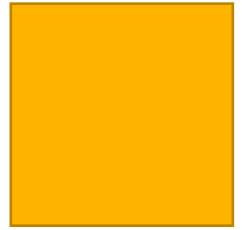
- Up to 70% of people have suffered from the syndrome at some point. Forbes, 2014

- Between 30-50% of people = consistent imposter feelings that affect what they think, feel & do.

- Usually associated with high performers. Affects each of us differently.

Some common symptoms & feelings

- Feelings of self-doubt

- Fear of failure (consciously or unconsciously)

- Over-preparation for tasks

- A tendency to discount praise

- Feeling like a fraud

- Feeling like you need to be the very best

- Comparing yourself with others

Critical Role of Self-Beliefs

"<u>Our beliefs</u> control our bodies, our minds, and thus our lives…"
(Bruce Lipton, Biology of Belief)

Opponent in our head is much stronger than the opponent opposite.

Now ask yourself…

'Do my attitudes and beliefs serve me positively?'

If not, we CAN work to replace negative with positive thoughts.

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Critical Role of Self-Beliefs (2)

'Greatest revolution of our generation - the discovery that human

beings, by changing the inner attitudes of their minds, can

change the outer aspects of their lives'. (William James, Philosopher)

- ** It takes **practice** but you can teach yourself to think more accurately. **

Challenge your assumptions, your black and white thinking, your mental filters and your tendencies **to jump to conclusions**.

How is your language creating your world?
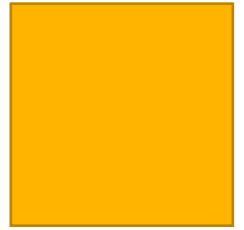
It is hard to get up in the morning.

I just can't stop smoking.

I should have mentioned 'x & y' in the interview.

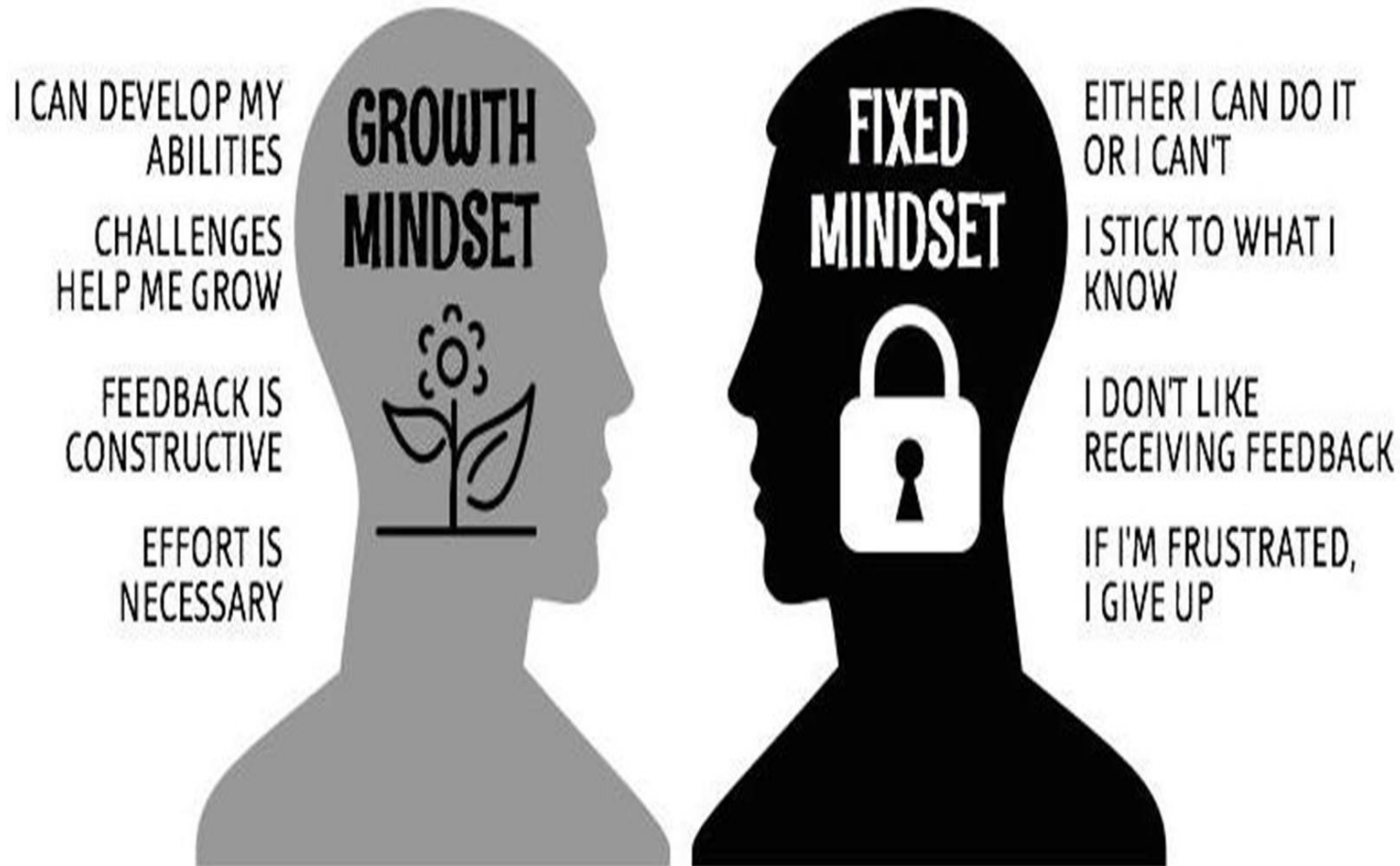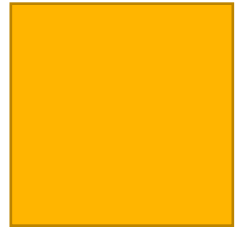*I would never have managed to do that on my own.*

How are you speaking to yourself?

Use of Language

Whenever I am tempted to say,
"I can't" or "I haven't,"
I will say
"I can't YET..." or "I haven't YET..."

Growth v Fixed Mind-set

The 'As if' Frame

- Act "as if" you were.....What would it be like?"

- Act as though something were already true - the positive outcome has already been achieved and the senses experience it.

- "What would you be thinking, doing and believing differently?"

I think anything is possible if you have the mindset and the will and desire to do it and put the time in.

Roger Clemens

"We see the world not as it is, but as we are." William Shakespeare

Identify your triggers

Do I self-sabotage?

- Perfectionism (high achievers)
  - Giving your best is not the same as 'being the best'
  - Perfectionism is the enemy of the good or just 'good enough'

- Procrastination

- Overcommit

- Not recognising/accepting the evidence

Some Strategies (1)
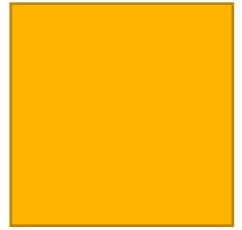
- Identify your triggers

- Be objective / set realistic goals & standards

- Be prepared to make mistakes

- Watch your language - Is it positive or negative, fact or fiction?

- Keep a written note of positive feedback, achievements.

- Be brave – what is the worst that can happen? F.A.I.L

Some Strategies (2)

- Recalibrate who you compare yourself to

- Look for support from people outside your circle

- If you're performing, remind yourself of it

- Adjust your definition of competence

- Focus on your strengths

- Accept your accomplishments

- ** Ask yourself – might **COACHING** help? **
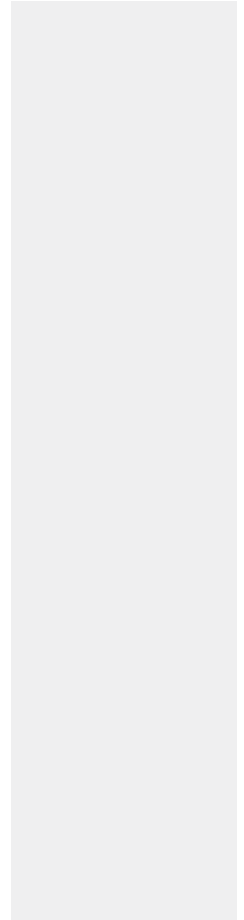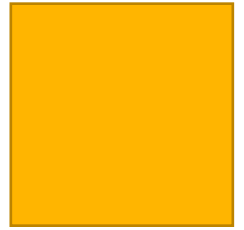
To conclude….

1. Acknowledge your feelings as a first step

2. Break your thinking pattern & <u>reframe</u> your beliefs about your accomplishments & how others see them

3. Watch your language

4. Remind yourself of your achievements

5. Focus on your strengths

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Resources

- The Time Ferriss Show (14 July '21) - [Anne Lamott on Taming your Inner Critic](#)

- All in the Mind BBC 4 (7 January '20) – [Imposter Syndrome](#) (10:22 – 17:48 mins.)

- All in the Mind ABC (February 2022) – [Controlling the chatter in your head](#)

- Amy Cuddy Ted Talk – [Fake it till you make it](#)

- Mike Cannon-Brookes Ted Talk (21 Dec. '19) - [How you can use Imposter Syndrome to your benefit](#)

- Melody Wilding, HBR (May 2021) [Stop being so hard on yourself](#)

A key takeaway for you?

SUPPORTING UCC STAFF
RESOURCE TREE SHOWING STAFF RESOURCES

The "Acorn to Mighty Oak" has come to symbolise students' academic and professional development journey throughout their time at UCC. We believe this is also true for our staff. In alignment with this rich metaphor, the support services available to our staff are presented in the form of a Resource Tree. This tree depicts the support services and resources available to staff and provides links to further information about each service.

KEEP WELL
ONLINE RESOURCES FOR MENTAL AND PHYSICAL WELLBEING

EMPLOYEE ASSISTANCE PROGRAMME
CONFIDENTIAL COUNSELLING AND ADVICE
SPECTRUM LIFE:
FREEPHONE: 1800 814 243
TEXT OR WHATSAPP 'HI' TO: 087 369 0010

HUMAN RESOURCES
• TRAINING
• STAFF WELLBEING
MONTHLY PROGRAMME OF STAFF WELLBEING ACTIVITIES INCLUDING WORKSHOPS AND WEBINARS FOCUSSING ON MENTAL, PHYSICAL, FINANCIAL, SOCIAL AND SPIRITUAL WELLBEING.

GUIDANCE
• UCC COACHING
• UCC MENTORING

BYSTANDER INTERVENTION TRAINING

SKILLS
• TEACHING TODAY IN UCC
• TEACHING WITH TECHNOLOGY

CHAPLAINCY

UCC COVID19 STAFF FAQ

STAFF OMBUDSMAN

TRADE UNIONS
• SIPTU - G.Hurley@ucc.ie
• IFUT - ucc@ifut.ie

EQUALITY, DIVERSITY AND INCLUSION UNIT

NATIONAL RESOURCES
• NATIONAL KEEP WELL CAMPAIGN
• MENTAL HEALTH SUPPORTS

SPEAK OUT

LINE MANAGER/ SUPPORTIVE COLLEAGUES/ YOUR HR BUSINESS MANAGER

STAFF SPORTS & SOCIAL CLUB

ULT GUIDELINES FOR REMOTE WORKING

OUR VISION, OUR MISSION, OUR VALUES

CONNECTED CURRICULUM AND YOU DIGITAL BADGE

Meet the Team

Anne Gannon
Staff Wellbeing & Development Manager

Mary Horgan
Staff Development Advisor

Grace Conway
Staff Development Co-Ordinator

Susan O'Mahony
Staff Wellbeing & Development Advisor

Anna McKenna
Senior Executive Assistant

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Machine for jumping to conclusions!