

The rise of Imposter Syndrome in the Workplace.

By Becky Frost



Downplaying achievements? - We're all guilty of it.

Like many of us, I often find myself in disbelief when being showered with praise.

Asking myself questions and being led to believe I'm not worthy.

Did I truly deserve this?

What if they think I didn't work hard enough?

In short, imposter syndrome is a psychological pattern where an individual often doubts their talents and accomplishments. People suffering from imposter syndrome are convinced that they are 'frauds' and do not deserve what they have achieved, even when faced with evidence that they are worthy of reward. It could be written in black and white, clear as day, yet deep down there will always be self-doubt, and a feeling that their success is down to sheer luck. More often than not, people who are suffering from imposter syndrome will suffer alone, as they do not see their problems as worthy of attention.

In an ever growing, fast-paced business world, it's no surprise that employees are feeling more pressure within the workplace. As a result of this, more companies are finding their staff expressing tell-tale signs of imposter syndrome.

Colleagues suffering from imposter syndrome will often:

- Reject praise.
- Avoid feedback and be reluctant to ask managers questions.
- Overwork themselves to a point of burn-out, as they feel they need to prove their worth.
- Struggle with making important decisions regarding their work.
- Refrain from chasing targets due to a fear of failure, which could have an impact on the overall growth of their career



Despite imposter syndrome being a rising issue within the workplace, there are many ways we can overcome it:

- Try to build a healthy and honest relationship towards failure by facing your fears and seeing your blunders as nothing but a mere learning curve.
- Rather than focusing on to-do lists and unfinished tasks, remind yourself of why you're qualified to do your job, and why you deserve success. List your skills and accomplishments, not your mistakes and weaknesses.
- Instead of isolating yourself, create a support bubble at work. Build strong relationships with your co-workers so you have a shoulder to lean on for support. Break the silence and don't be afraid to express how you feel as you never know who could be feeling the same.
- See the positive in being a perfectionist whilst avoiding over-working yourself. Continue to strive for greatness, but don't persevere over routine tasks. Learn to forgive yourself when you make a mistake.

Once we focus on these, together we can learn to bask in the feelings of achievements and success again.