



# Overcoming Impostor Syndrome: Tips to Advocate for Yourself at Work

**Job Cast**  
by indeed

# Meet your hosts



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Founder

Ladies Get Paid



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Job Seeker Experience

Indeed

# Learning objectives

- + **Understand impostor syndrome**
- + **Combat it**
- + **Advocate for yourself**

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# **Understand impostor syndrome**



# Pause for a poll: How has impostor syndrome manifested itself for you?

- + Downplay your achievements
- + Discount praise
- + Crumble when you receive negative feedback
- + Dwell on mistakes
- + People please
- + Afraid to take risks
- + Strive for perfection
- + Immense pressure to prove yourself
- + Accomplishments = identity and self-worth

**You're in good company.**

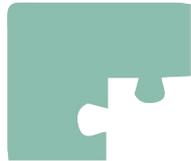
**60%**

**of executives say impostor  
syndrome negatively impacted  
their ability to lead confidently**

# There are serious consequences



**Anxiety +  
Depression**



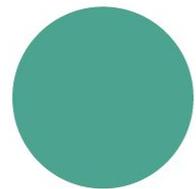
**Missed  
opportunities**



**Burnout**



**Waste of energy**



# **How to combat impostor syndrome**



## **Validate it**

Acknowledging your negative feelings is the first step to changing your perception.



# Track it

Noting when you experience self-doubt can help you accurately observe your emotions and triggers.



# Plan for it

- + Find a visual
- + Make a mantra





# Reward yourself

- + Ice cream
- + Takeout
- + Shopping



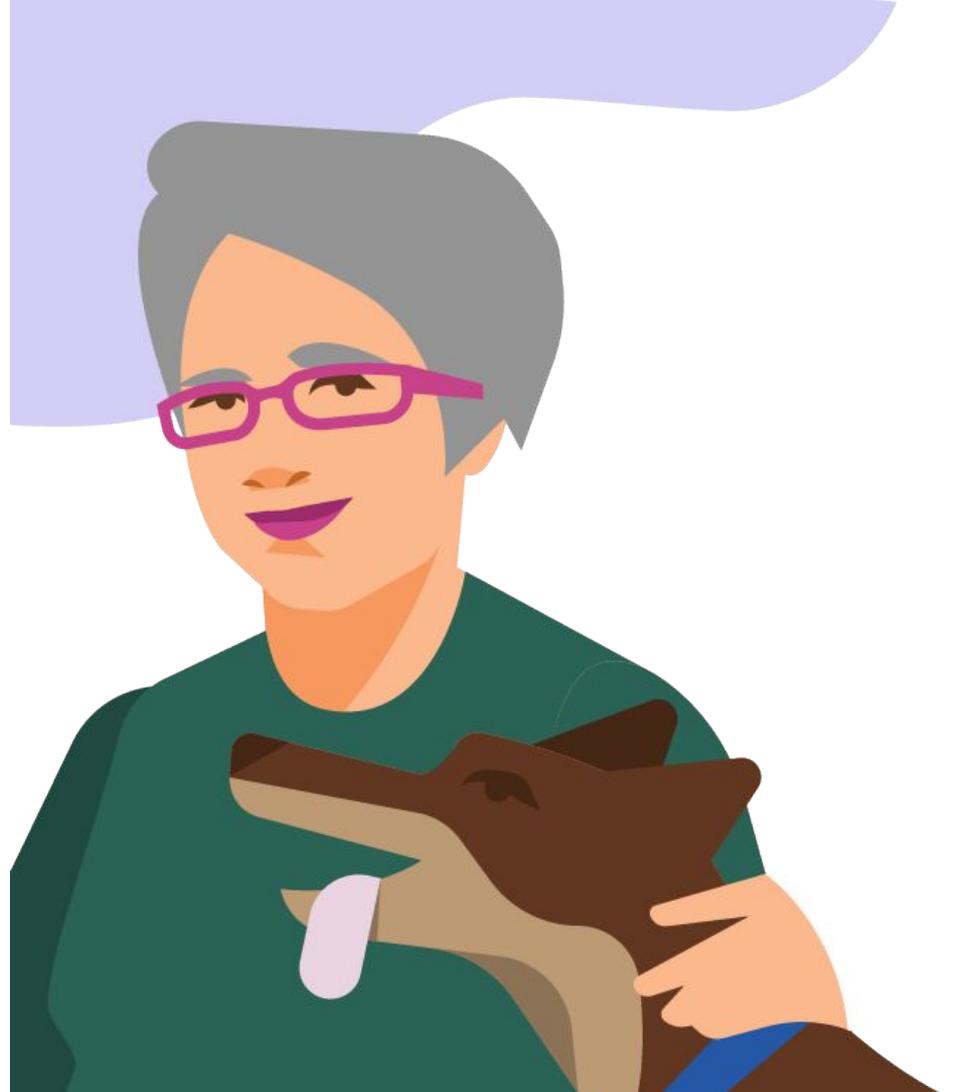
# Shift the focus

- + The value you create
- + Process, not outcome



# Experiment in vulnerability

- + Speak up
- + Share your story



## Find a buddy

Talk to a confidant who can give you perspective and help remind you of your strengths.



# Make a brag book

Keep a record of any compliments at work or positive feedback. This will help you absorb the praise in the moment, and you can look back on it when you need a reminder of your great work.



# Consider your company culture

Impostor syndrome can be exacerbated in workplaces that:

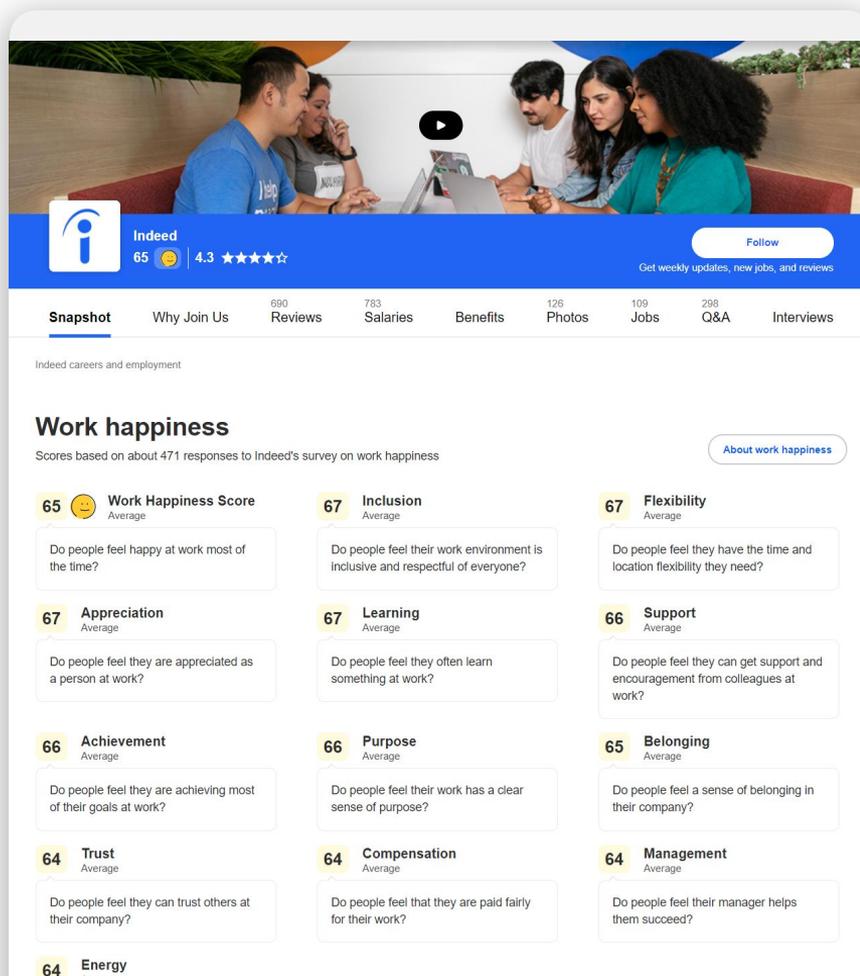
- + Encourage competition/ comparison
- + Lack diversity and community
- + Poorly communicate expectations



# Research the company values

Find a company with a culture that will help you thrive.

[indeed.com/companies](https://indeed.com/companies)

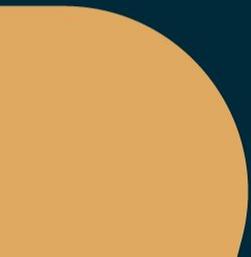


The screenshot shows the Indeed company profile for 'Indeed'. At the top, there is a video player showing a group of people working together. Below the video, the company name 'Indeed' is displayed with a 65 rating and a 4.3 star rating. A 'Follow' button is visible. The navigation menu includes 'Snapshot', 'Why Join Us', 'Reviews', 'Salaries', 'Benefits', 'Photos', 'Jobs', 'Q&A', and 'Interviews'. The main content area is titled 'Work happiness' and provides scores based on 471 responses to a survey. The scores are as follows:

Score	Category	Question
65	Work Happiness Score	Do people feel happy at work most of the time?
67	Inclusion	Do people feel their work environment is inclusive and respectful of everyone?
67	Flexibility	Do people feel they have the time and location flexibility they need?
67	Appreciation	Do people feel they are appreciated as a person at work?
67	Learning	Do people feel they often learn something at work?
66	Support	Do people feel they can get support and encouragement from colleagues at work?
66	Achievement	Do people feel they are achieving most of their goals at work?
66	Purpose	Do people feel their work has a clear sense of purpose?
65	Belonging	Do people feel a sense of belonging in their company?
64	Trust	Do people feel they can trust others at their company?
64	Compensation	Do people feel that they are paid fairly for their work?
64	Management	Do people feel their manager helps them succeed?
64	Energy	



# Watch your words

- + Could
  - + Should
  - + Must
  - + Have to
  - + Always
  - + Never
- 

# Focus on the present

- + Is this thought process helping me?
- + If so, how?
- + If not, why
- + Is there anything I can do right now?
- + What's a (realistic) plan for the future?

# Reframe it

**I should never be late.**

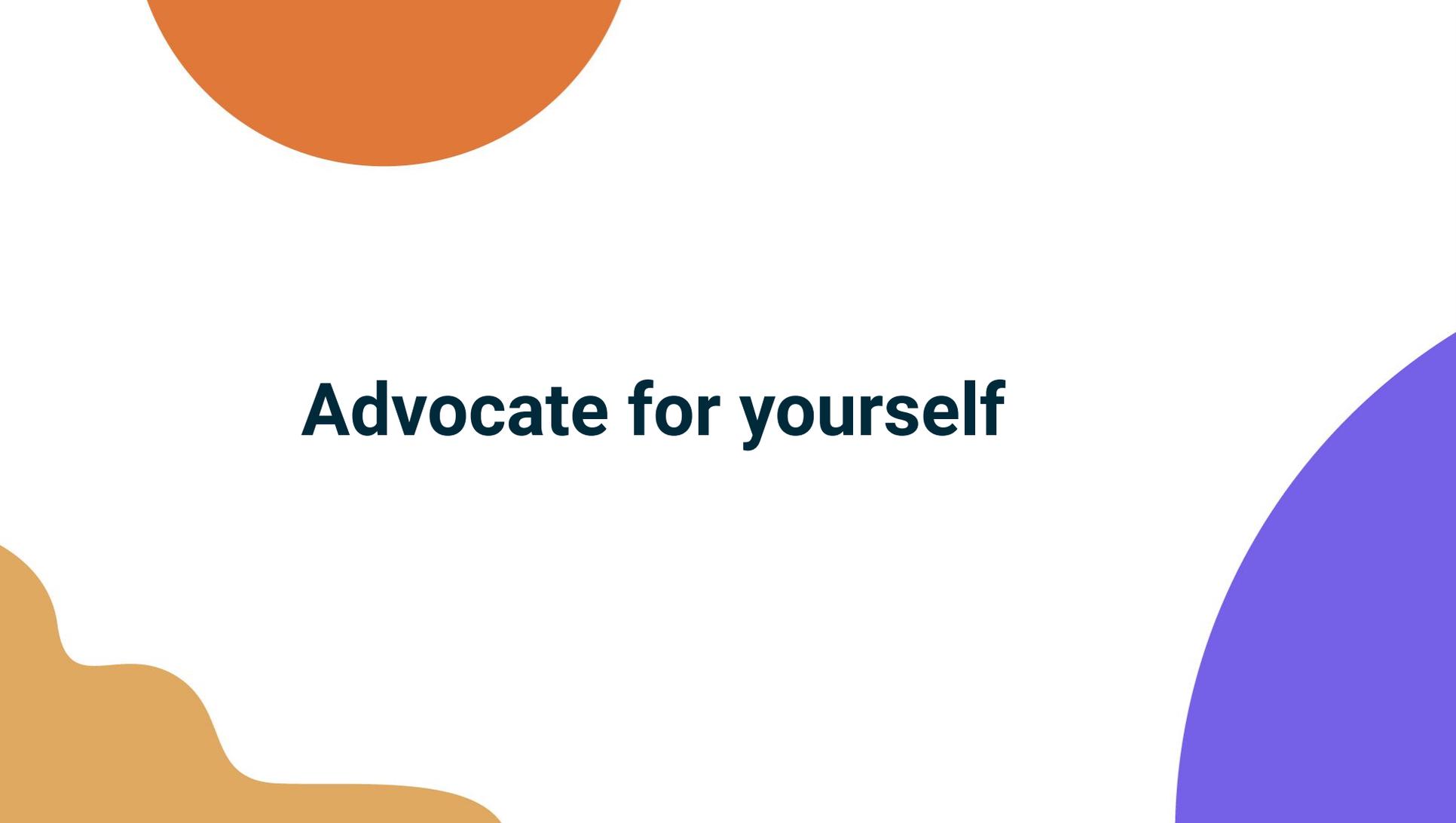
I prefer to be on time

**I should never let anyone else down.**

I like to help out as much as I can

**I am**

I feel

The background features several abstract shapes: a large orange circle at the top left, a purple shape at the bottom right, and a brown shape at the bottom left. The text is centered in the white space.

**Advocate for yourself**

# Articulate your wins

- + Obstacles you overcame
- + Times you took initiative
- + When you went above and beyond
- + Things you're proud of!





## Embrace your superpowers

- + Enthusiastic
- + Positive
- + Leader
- + Detail oriented
- + Creative
- + Team builder
- + Empathetic
- + Thoughtful

# Speak with authority

- + “I actually have a question...”
- + “I just think...”
- + “I’m no expert in this but...”
- + “Does that make sense?”
- + “This may be a stupid question, but”
- + “Umm...”
- + “Like...”

Try the  
**Just Not Sorry**  
Gmail plugin

**Stop apologizing.**

# Present with confidence



**Get perspective**



**Let go**



**Focus**



**Take up space**



**Learn**

# Keep working on it

It may take time to move the needle on your self-confidence, but remember it's a practice.

For more advice to help you along the way, check out Indeed's Career Guide.

[indeed.com/career-advice](https://www.indeed.com/career-advice)

The screenshot shows the top portion of an article on the Indeed Career Guide website. The header is blue with the 'Indeed Career Guide' logo and a navigation menu with links for COVID-19 Resources, Finding a Job, Resumes & Cover Letters, Interviewing, Starting a New Job, and More. The article title is '10 Ways to Boost Your Confidence in the Workplace' by December 12, 2019. A 'Share' sidebar on the left lists social media icons for Facebook, Email, LinkedIn, and Twitter. A 'Quick Navigation' sidebar on the right lists three sections: '01 What does it mean to have confidence?', '02 How to increase your self confidence at work', and '03 Tips for implementing confidence-building strategies'. The main content area begins with the text: 'Having confidence in the workplace can be crucial to your success. Confidence can make you more motivated and ambitious, and it can help you overcome fear and anxiety so you can take action. Perhaps most importantly, confidence can help you improve your performance and develop your skills.' The article also includes a sub-section titled 'What does it mean to have confidence?' and a paragraph explaining that confidence is a state of mind based on knowledge and capabilities, and that it can be developed through self-improvement and professional development.

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Career Guide / Career Development / 10 Ways to Boost Your Confidence in the Workplace

CAREER DEVELOPMENT

## 10 Ways to Boost Your Confidence in the Workplace

December 12, 2019

Having confidence in the workplace can be crucial to your success. Confidence can make you more motivated and ambitious, and it can help you overcome fear and anxiety so you can take action. Perhaps most importantly, confidence can help you improve your performance and develop your skills.

This article outlines 10 steps you can take that can help you boost your self confidence in the workplace.

### What does it mean to have confidence?

Confidence comes from the state of mind where you can trust in your knowledge and capabilities. Having confidence implies that you know of your skills and intelligence and that you can take measures to go after opportunities to further your development. Being confident in your job encompasses this mindset, and if you find yourself in a position where you may feel a lack of confidence, there are a variety of strategies that you can apply to help increase your trust in yourself.

Strategies like self-improvement or professional development can help you learn new skills or further develop your current ones. You may also identify opportunities to practice skills you don't feel confident with such as presenting a speech or team project. Confidence is an important trait to have in your career and building your professional confidence can help to increase your overall motivation.

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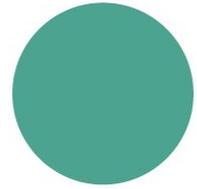
Quick Navigation

- 01 What does it mean to have confidence?
- 02 How to increase your self confidence at work
- 03 Tips for implementing confidence-building strategies

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**Feeling like an impostor  
isn't necessarily a bad thing**



**Time for Q&A!**





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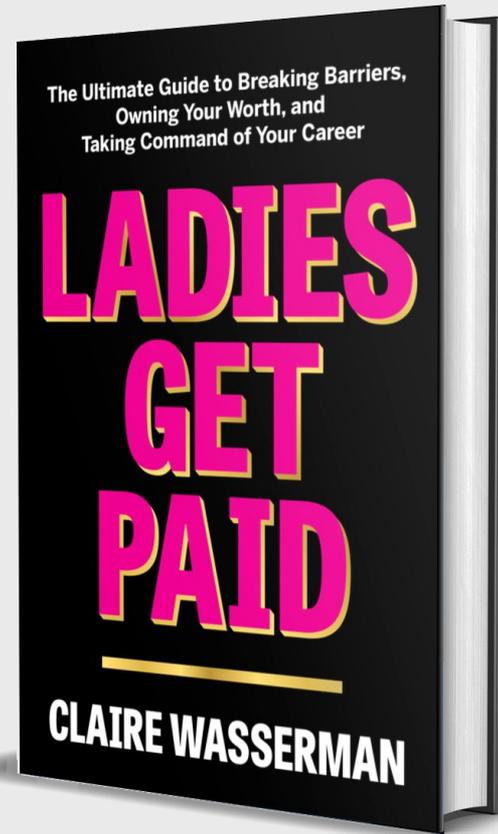
## Online network

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 [clairewassermanxo](https://www.instagram.com/clairewassermanxo)

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Whether you're tuning in for the first time, looking for a refresher or want to share these tips with a friend, Indeed Job Cast is now on-demand and available on YouTube.



Ace the Interview

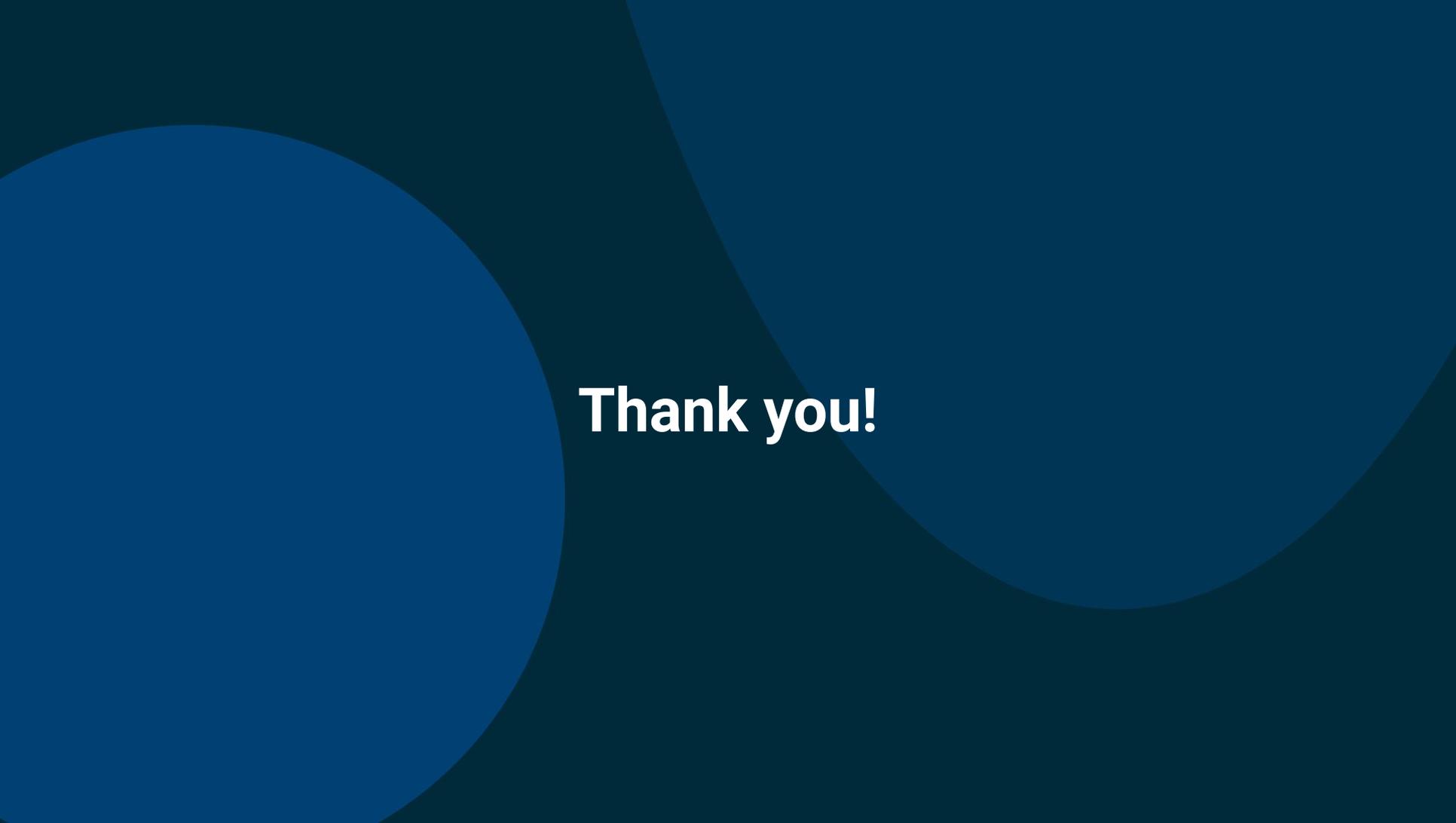


Succeeding at Search



Showcasing Your Skills





**Thank you!**