

Things **YOU CAN DO** to interrupt the **IMPOSTOR SYNDROME**

IMPOSTOR SYNDROME

Own your successes and accomplishments

- *Acknowledge the hard work and effort you expended to get to where you are today*
- *Recognize your role/contribution in each success*
- *Keep track of successes and positive feedback*

Don't compare yourself to others

- *Recognize that each person brings unique skills/attributes*
- *Acknowledge your strengths (skills, capabilities and experience)*
- *Practice self-affirmations ("I am smart, competent, worthy, etc.")*

Develop and use support networks

- *Identify people (both at work and outside of work) who can be part of your support network*
- *Talk to trusted colleagues, friends and peers about the IS*
- *Use these networks for a "reality check" when the IS starts to surface*

Recognize the difference between "expertise" and "perfection"

- *Don't get hung up on being perfect*
- *Acknowledge that everyone makes mistakes*

Conduct a reality check

- *Remind yourself how you have successfully handled past challenges*
- *Ask and answer the following questions:*
 - *Is this situation as bad as I am making it out to be?*
 - *What is the worst thing that could happen? How likely is it?*
 - *What is most likely to happen?*
 - *Is there anything good about this situation?*

Change your negative self-talk

- *Surface/acknowledge the Impostor Syndrome "tapes"*
- *Practice reframing. Use the "from – to" framework*

Things **YOU CAN DO** to interrupt **NEGATIVE STEREOTYPE THREAT**

NEGATIVE STEREOTYPE THREAT

Learn more about Negative Stereotype Threat

- **Resources**
 - *“Whistling Vivaldi, How Stereotypes Affect Us And What We Can Do”, Claude M. Steele, 2011*
 - www.reducingstereotypethreat.org

Don't buy into stereotypes about your group

- *Challenge the assumptions embedded in negative stereotypes*
- *Remind yourself that you were hired because your firm/ organization believes in your ability to succeed*

Remind yourself of your unique skills, capabilities and experience

- *Acknowledge your skills, capabilities and experience*
- *Be your own “coach”*

Work hard and prove them wrong

- *Remind yourself that no one was born a great lawyer – legal skills are developed with time/practice*
- *Embrace challenges*
 - *View challenges as opportunities for learning*

Practice self-affirmation

- *Identify two or three of your most important core values*
- *Identify why these values are important to you*

Expand and utilize your professional network as resources

- *Talk to others who have had and overcome similar experiences and challenges*
- *Seek out successful role models who counter negative stereotypes*