



Exposing The Imposter (Syndrome)



Meet Joe

“Basically, I've felt like an imposter my whole life.”





Meet Prince Ali

(Handsome is he, Ali Ababwa)

“**Imposter:** A person who deceives others, especially by assuming a false identity. A charlatan.”

--Collins English Dictionary via dictionary.com





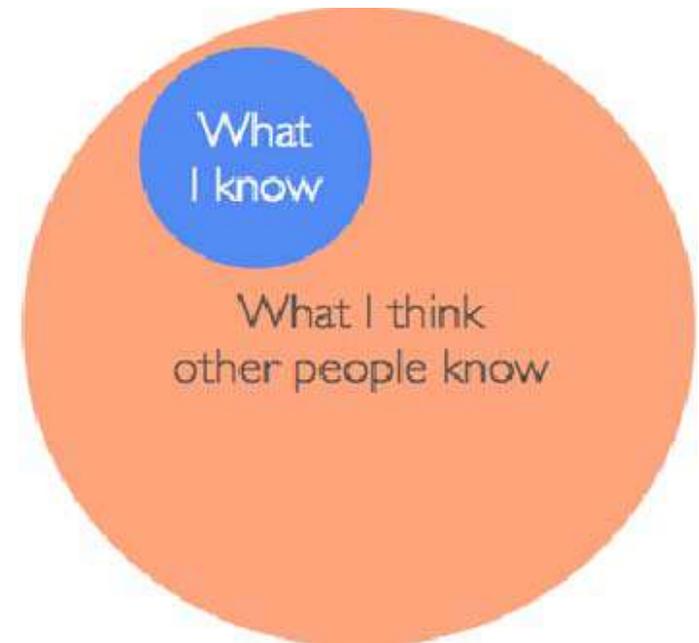
Imposter Syndrome, Defined

- ▶ Phenomenon in which high-achieving individuals who are marked by an inability to internalize their accomplishments and a persistent fear of being exposed as a "fraud".
- ▶ Term was coined by Chance and Imes in 1978.



What Characterizes Imposter Syndrome?

- ▶ Self Doubt
- ▶ Perfectionism
- ▶ Discounting praise
- ▶ Overworking
- ▶ Undermining your achievements





Ever feel like this?

If I work harder than anyone else....they won't know I'm a fraud

I don't think I can do that.....

I don't have all the qualifications....

What if they find out I'm not what they think?

I just need some more experience before I try that....

I have to get it just perfect...



Or like you did pretty well BUT....

It's just because
they like me

It's a fluke

They felt sorry for
me

I had
connections

It's not really
because of ME

It's a mistake

It's not that big a deal

They are just being
nice

I was just in the right
place at the right time



This can't be that big a deal, can it?

70%



40%

“I have written 11 books, but each time I think ‘Uh oh, they are going to find out. I’ve run a game on everybody, and they are going to find me out.’”

-Maya Angelou

Meet Sienna

“That’s the dumbest thing I’ve ever heard. Why would I feel like that?”





What causes Imposter Syndrome?

- You are a student
- You work in an organizational culture that feeds self-doubt
- You work in a creative field
- You are a stranger in a strange land
- You represent your entire social group
- You were raised by humans

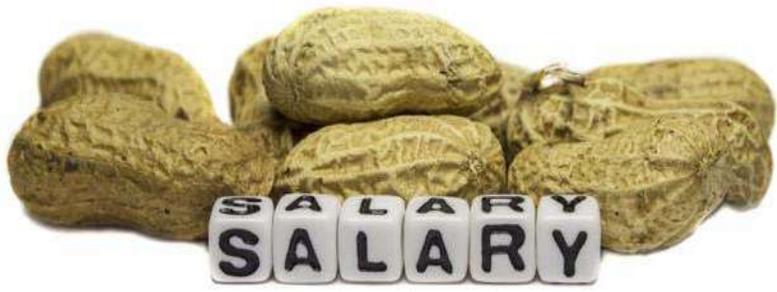


Why Should I Care?



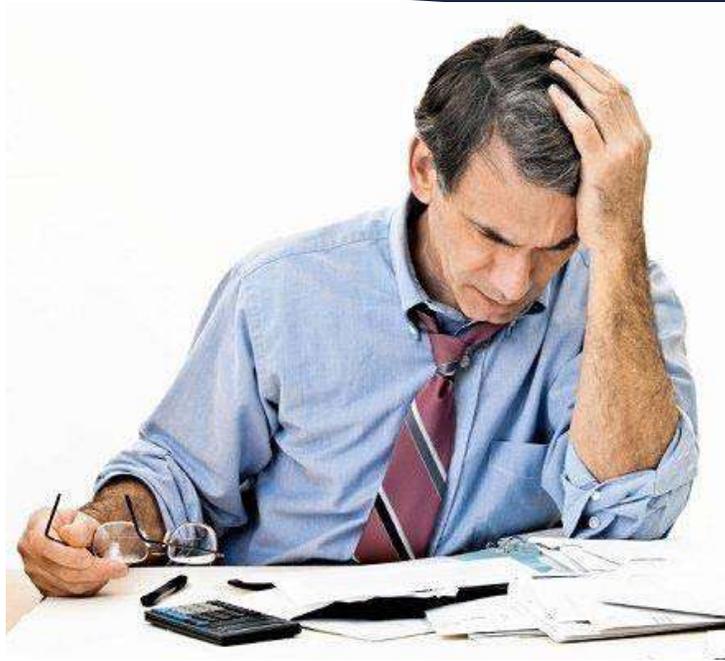


Why Should I Care?





Why Should I Care?





My recent brush with Imposter Syndrome



Jesse Newhouse Wow they need to find better judges I'm sorry but if your not in decent shape you should not be a judge at an event such as this.

Haha · Reply · 🤔🤔 4 · May 27 at 12:19pm

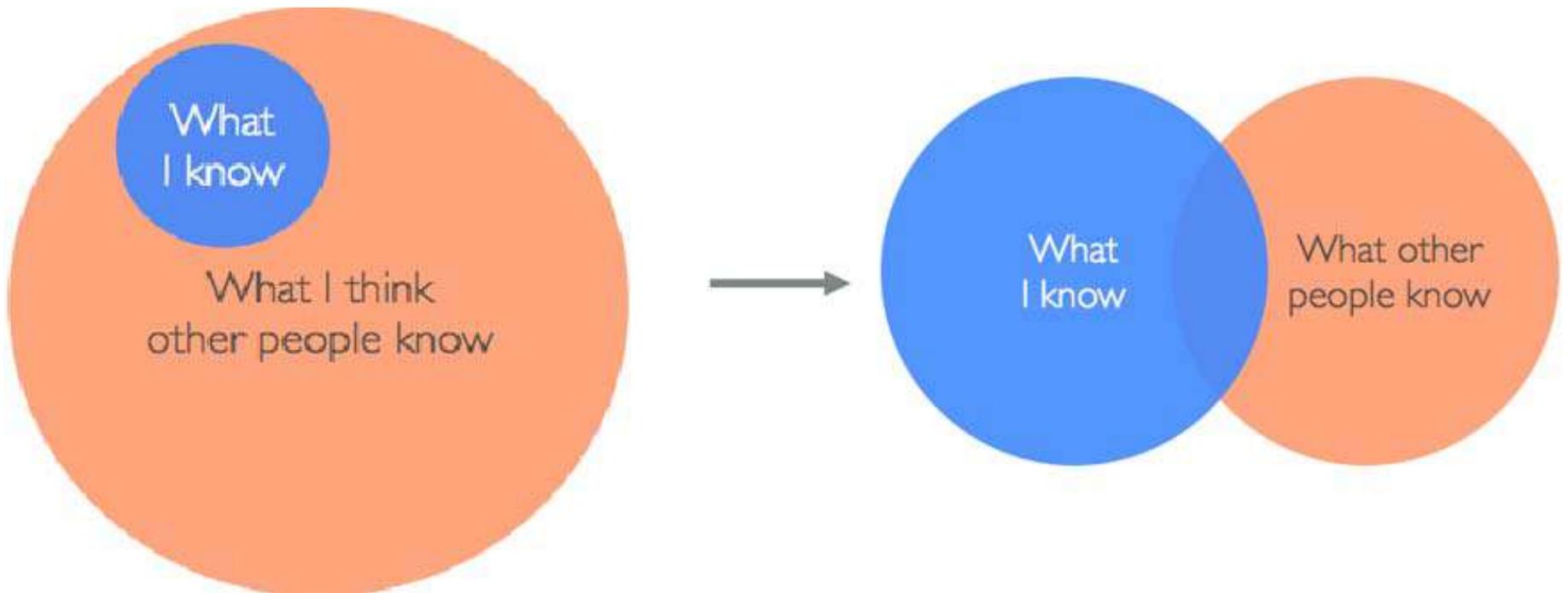




This sounds awful.
What do I do about it?



Reframe Your Knowledge





Just the Facts Exercise

- ▶ Write down **FACTS** about your accomplishment
- ▶ No Judgement
- ▶ No Filtering
- ▶ No Spin





Some of Diana's Facts

- ▶ 20 years of IT experience
- ▶ 8 years of business and performance coaching experience
- ▶ 5 years of public speaking experience on leadership topics
- ▶ Invited to speak at 3 KC IT industry conferences in 2019
- ▶ MS from Missouri S&T
- ▶ BS from Missouri S&T
- ▶ CrossFit Games Judge
- ▶ 6th grade spelling bee champion, Pacific Middle School. (6th place at Regional competition).
- ▶ 1991 Missouri All State Choir – Soprano
- ▶ 1996 Homecoming Queen, Missouri S&T
- ▶ Certified Agile Coach
- ▶ 11th in High School Class
- ▶ Cum Laude Honors for Bachelor's Degree
- ▶ 3.7+ GPA for Master's Degree
- ▶ Same best friend since 1983
- ▶ Certified Product Manager
- ▶ Founding member of Kansas City IIBA
- ▶ Entrepreneur



Letters of Recommendation

I've worked with Diana at two companies now, and have never come across another Product Manager with her unique understanding of the User-Centered Design process. Diana thinks holistically and manages to get the best from her team through her ability to empathize with her users witho... [See more](#)

As a developer for my entire career, I was looking to make the move into management, but having trouble determining how to do so. I asked Diana to coach me, and she showed me multiple methods of branding myself and how to show my leadership skills. Within a month of her coaching, I obtained a si... [See more](#)

Diana isn't going to lie to you – or even sugarcoat things for you. (Everyone and their brother is eating Keto these days anyway, so sugarcoating seems to be off limits.)

She will help you confront problems you face with humor, compassion, and honesty. More importantly, she will help you understand the root cause of those problems and help you solve them. With her down to earth style and practical advice, Diana's messages are a perfect fit for corporations, professional associations, and academic institutions wanting to help their team members build people skills.



Rethink Risk and Embrace Failure





Build a Tribe



People who have watched you grow up

People who look up to you



People who will call you out on your BS to make you better



It is never too late to
be who you might
have been.

George Eliot



Find me later...



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