

# COACHING QUESTIONS FOR HANDLING IMPOSTER PHENOMENON

Imposter phenomenon (or imposter syndrome) shows up in all industries and all levels. It's the idea that we're:

- Not good enough
- Not adding enough value
- Not qualified to be in the role that we're in
- Won't be able to handle what's about to come

When left unchecked, imposter syndrome can cause low confidence, disengagement, and missed opportunities for your team to grow and advance. Particularly during times of change, your team members may be tasked with learning new skills, adapting to a new role, or taking on managing others for the first time, all of which can cause imposter phenomenon to bubble up.

Learning how to address this response is an important skill for leaders.

The following questions can be used in 1:1 coaching conversations to help guide your discussion with one of your team members and set strategies for reframing and overcoming imposter syndrome.

## ACKNOWLEDGING ACHIEVEMENTS

1. What can you do better than most?
2. What opportunities exist to use those strengths?

## RECOGNIZING RESILIENCY

1. What obstacles have you faced that you've worked through?
2. What helped you overcome those obstacles?

## SETTING REALISTIC EXPECTATIONS

1. How do you define success?
2. What should you achieve in this new role/project/opportunity?
3. Should any of your expectations be adjusted?

## CHALLENGING THE IMPOSTER FEELING

1. Reflecting on the recent past, what were specific instances where your "inner critic" was loudest?
2. How will you notice your inner critic this week?
3. How will you quiet it?

## DEVELOPING STRATEGIES TO OVERCOME

1. What small steps can you take to start overcoming these feelings?
2. What does short-term success look like?