



WOMEN IN  
BUSINESS ASIA  
FORUM

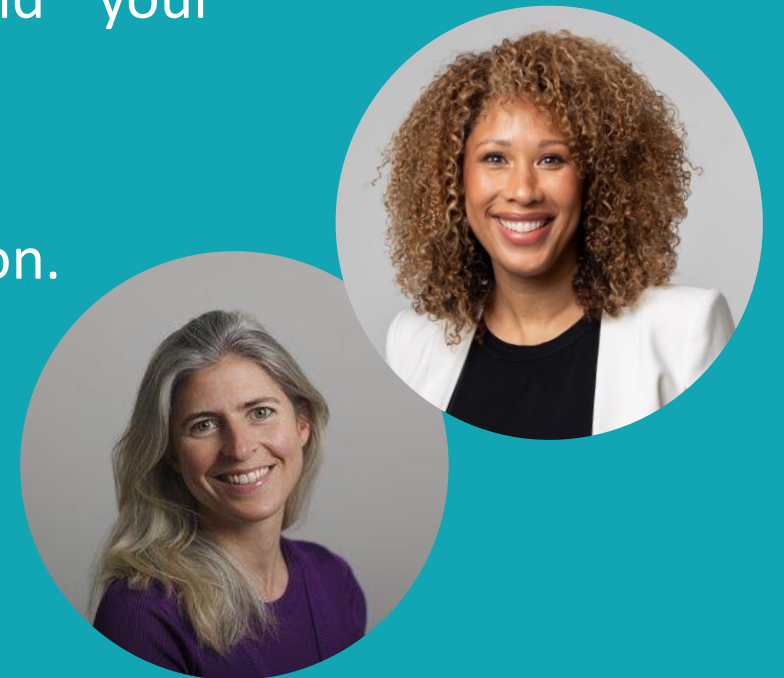
# OVERCOMING IMPOSTER SYNDROME



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- Hosted by Lucy Colback, Editorial Director of FT Women in Business Asia Forum, Lisa Orbé-Austin, Founding Partner of Dynamic Transitions Psychological Consulting, LLP identified the central characteristics of imposter syndrome so that you can work to dismantle it in yourself, your team and your organisational culture.
- These slides summarise the key points from the discussion.



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# THE INSIGHTS

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“You have to make sure that you are okay. It is very, very central. And also that part of recovering from imposter syndrome is your self-care process.”

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# IMPOSTOR SYNDROME

- HIGH ACHIEVING
- DENIAL OF ABILITY AND ATTRIBUTING SUCCESS TO LUCK, MISTAKE, OVERWORK, OR A RESULT OF A RELATIONSHIP
- DISCOUNTING PRAISE, FEELING FEAR AND GUILT ABOUT SUCCESS
- FEAR OF FAILURE AND BEING DISCOVERED AS A FRAUD
- NOT FEELING INTELLIGENT
- PERFECTIONISM
- OVERESTIMATING OTHERS WHILE UNDERESTIMATING ONESELF
- DIFFICULTY INTERNALIZING FEELINGS OF SUCCESS
- OVERWORKING OR SELF-SABOTAGE TO COVER THE FEELINGS OF INADEQUACY

# 4 Hallmarks of Impostor Syndrome

Diligence  
and  
Hardwork

@drorbeaustin

Intellectual  
Inauthenticity

Charm  
and  
Perceptiveness

Seeking  
Mentorship  
for External  
Validation

# IMPACT OF IMPOSTOR SYNDROME

## WOMEN

Doesn't prevent women from achieving, but they do struggle from constant fears of fraudulence

Spend more time on tasks than those without IS

Work harder when receive negative feedback

## MEN

Men tend to affiliate with peers with less advanced skills and will aim toward mastery and take less risk

Less likely to pursue certain careers

## MARGINALIZED GROUPS

### DOUBLE IMPACT

Particularly where the environment reinforces fraudulence there can be a dual factor of contending with this from internal and external forces

# Impostor Syndrome Triggers for Marginalized Groups

Discrimination

Microaggressions

Isolation

Lack of  
Mentorship

Inequitable  
Treatment and  
Access

Gaslighting

# The Cost of Impostor Syndrome

Can get stuck in unhealthy work dynamics; decreased job satisfaction

Tendency not to see your value – which can affect promotion and salary negotiation

Decrease academic and work self-efficacy

Chronic Burnout; Anxiety; Depression

Limits professional advancement through reduced knowledge of the job market, institutional loyalty

Lose track of your own dreams and plans for your future



**CREATE**

EXPERIMENT WITH  
NEW ROLES



BUILD YOUR  
DREAM TEAM



CONDITIONS FOR  
OPTIMAL PERFORMANCE



**CHOOSE**

VALUE AND CARE  
ABOUT YOURSELF



SILENCE AUTOMATIC  
NEGATIVE THOUGHTS (ANTS)



SPEAK YOUR  
TRUTH



**CLARIFY**



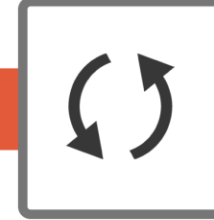
YOUR IMPOSTER  
ORIGIN STORY



KNOW YOUR TRIGGERS  
AND TRAP DOORS



CHANGE YOUR  
NARRATIVE



**THE 3 C'S MODEL**



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