

Lead with Confidence

Dealing with imposter syndrome

I would advise you to:

Notice when you feel confident

When you feel particularly good or confident in your role, take note of why. How do you feel and what is making you feel confident? Make a record of your successes and acknowledge what you've achieved. If you can recognise that you're worthy in good times, it will help you to look back at this if you start to doubt yourself. You could keep a small card with you that has your affirmations on it to help you acknowledge why you are an effective leader.

Examine the evidence

There will be plenty of evidence that supports why you are the right person to be in a leadership role. This could be the job offer letter you received for this post, prior appraisal or 360° feedback, acknowledgements from peers or staff members, potentially company awards or other forms of recognition. This is helpful evidence to have to hand if you feel that you're starting to doubt yourself.

Maintain your CV

It's easy to forget all that you have achieved, but keeping your CV up to date is a great way to reflect on all your accomplishments and make sure you're acknowledging the great work you're doing now. The combination of your learning and qualifications shows that you're capable and qualified to be in your role.

Accept it's natural

One tip I wanted to share is to just try living with it: internalise and acknowledge the difference between your perception of yourself and the reality others see. I remember chairing a meeting and having a strong sensation of doubt when I looked up and wondered why it was that this group of leaders were all following me and listening to my directions. Rather than panic, I smiled internally to myself and thought, 'How amazing that I have achieved this.' Noting the incredulity helped me to switch from fear to pride and move on.

Seek help

Remember you are not alone. In an organisation there are peers and colleagues who can help. An effective leader is able to work with a strong team – ideally one with skillsets and abilities that are different from or enhance their own.

