



## How to Identify and Overcome Your Impostor Syndrome

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If you often think others are better than you are, you find yourself externalizing your accomplishments, or fear being “found out”, you might be experiencing symptoms of impostor syndrome. Carolyn Herfurth, Co-Founder of Impostor Syndrome Institute, debunks impostor syndrome myths, identifies the five kinds of impostors, and offers strategies to combat impostor syndrome.

### Learning Objectives

- Recognize common myths about impostor syndrome
- Recall coping mechanisms used by those who experience impostor syndrome
- Identify strategies managers can use to alleviate impostor syndrome feelings
- Identify how to move away from feeling like an impostor to becoming a humble realist



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## Discussion Questions

1. Carolyn explained that feelings of inadequacy can lead to behaviors like overworking and overpreparing. Have any of you experienced this, and how did it affect your productivity and well-being?
2. Which of the five types of imposters —Perfectionist, Expert, Natural Genius, Soloist, or Superhuman — resonates most with you? How has this affected your approach to work and collaboration?
3. How can leaders model vulnerability and normalize discussions around Imposter Syndrome without stigmatizing it? What would that look like in everyday interactions?
4. How might over-preparation due to imposter feelings affect the efficiency and effectiveness of our work? Can you think of a time when perfectionism slowed down a project or caused unnecessary stress?