

Beyond Imposter Syndrome

A Solution-Focused Approach to Counselor
Confidence, Impact, and Sustainability

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Counselors sit with people in their best and worst moments.

You hear things
that have never been spoken aloud.

That kind of work matters.

Many counselors quietly wonder:

Am I actually good at what I do?

Why imposter syndrome grows in this profession:

- high responsibility
- emotional labor
- complex stakeholders
- uncertainty with people

What Is Imposter Syndrome?

“Imposter Syndrome is a belief that you are an intellectual fraud, plagued by a fear that you’ll soon be “found out” or “exposed” as not being good enough, smart enough, worthy enough... You feel this way despite overwhelming evidence that proves you deserve your position and accomplishments.”

- Alison Shamir, Conquer Your Imposter

What is imposter syndrome?

This is not about performance

This is not about confidence

This is about identity.

Identity level self-doubt/Complex Self-Doubt (CSD)

This isn't just about an erosion of confidence, but a chronic erosion of your *worth*.

Imposter Syndrome Signs:

- perfectionism
- people pleasing
- overworking
- fear of failure & success
- addiction
- identity crisis
- burnout

Possible roots:

- childhood wounds
- critical environments
- Folks who are “Firsts”
- Folks who are “Onlys”

My Story

From Cafeteria to Crisis

**This isn't
a performance issue.**

It's an identity issue.

**Achievement can't solve
an identity problem**

**Fear and pressure won't solve
imposter syndrome**

Inspiration will.

The Solution Focused 3Bs

This is build on the evidence based approach
known as Solution Focused Brief Therapy

Boost

Bridge

Break

Boost

**An SF Boost to disrupt
Imposter Syndrome**

Start with identity.

SFBT Principle.

Language creates reality.

Our questions shape/reshape
how the brain processes and interacts with
reality.

**Questions (language) shapes & reshapes
how the brain processes reality:**

**What are your best hopes for being here today?
What would you like to experience instead of
imposter syndrome?**

Digging Deeper.

- What difference would your 'best hopes' make in your life?
- What difference would that difference make?
- What difference would that difference make?
- What does that mean to you/about you? (deeper meaning)

Bridge

**An SF Bridge to disrupt
Imposter Syndrome**

Connecting with your brilliance.

People hide their brilliance.

Your brain focuses on threats instead.

Bridging Exercise

Turn to a partner. Share something you're great at.

- What do you do for fun?
- How did you get good at it?
- What has it taken to stay good at it?
- What are 1-3 things that says about you?

**“People forget their own
greatness.”**

-Dr. Adam Froerer, The Solution Focused Diamond

Break

**An SF Break to disrupt
Imposter Syndrome**

Insight must turn into action.

What If you woke up tomorrow with:

- **Your best hopes (differences)**
- **Your qualities**

What would be the very first/smallest clue you'd notice?

Notice the small clues.

What small sign would you recognize first?

Notice next?

Notice next?

**Imposter Syndrome
waits for big solutions.**

Real change happens in small moments.

**You don't overcome imposter syndrome
by becoming more impressive.**

You overcome it by becoming more you.

**Boost who you see in the mirror.
Bridge your brilliance.
Break the pattern of imposter syndrome.**

Thank You!



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