

# *TURN IMPOSTER SYNDROME INTO AN ASSET IN 7 STEPS*

Mini-guide

*Psychological freedom  
is a right not a  
privilege.*

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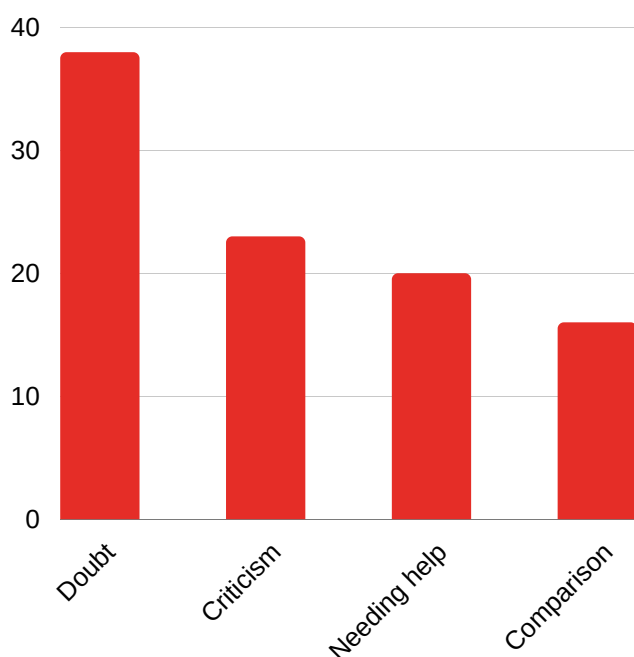
## HELLO AND CONGRATULATIONS ON GETTING THIS MINI-GUIDE!

Just by taking some time to reflect and giving space to yourself, you're already empowering yourself and others.

Many people associate Imposter Syndrome with feelings of self-doubt and anxiety. They might also feel it holds them back from taking risks, asking for a well deserved pay rise or applying for a dream job.

But I'm here to tell you that you don't have to worry about that so much because you don't have to get rid of Imposter Syndrome, you can transform it into an ally, instead.

Main triggers for imposter syndrome feelings



• OnePoll survey of 3,000 UK adults on behalf of Access Commercial Finance, between 13/06/2018 and 15/06/2018.

## IMPOSTER SYNDROME ISN'T A PROBLEM IT'S A CALL TO ATTENTION

Imposter Syndrome probably has driven you to achieve great things through hard work and conscientiousness. It also indicates that you like growing and challenging yourself. So it's totally natural if you find yourself in places where the people are impressive and the opportunities are exciting even if they seem daunting at first! You're playing a big game! However, Imposter Syndrome also has a bit of a dark side that needs attention and care.

## TURNING IT INTO AN ASSET

By using imposter type feelings as a signal that it's time to slow down and learn something, you'll find that you get the benefits like conscientiousness without the downside like perfectionism and overwork! Below you'll find a 7 step exercise to help you. With practice, you'll notice things change naturally. You might even inspire others and take them through the steps with you!

# Let's begin!

## You can do this exercise alone or with someone.

### STEP 1: Identify your top disempowering beliefs



For example:

- I feel insecure or lack confidence because... [fill in the blank]
- To prove that I am worthy I would need to... [fill in the blank]
- To feel secure and confident, what I would need to hear from others is... [fill in the blank]
- I will know that I am worthy when the world gives me more... [fill in the blank]
- The thing that would kill my confidence forever is ... [fill in the blank]

### STEP 2: Clarify the pros and cons of holding on to each belief



For example, take the belief: "I lack confidence because I don't have enough skills"

- Pros: I get to chase the next qualification and feel like I'm making progress. It keeps me safe.
- Cons: I focus on the wrong thing and procrastinate over applying for a new job, asking for a pay rise, starting my business, or taking a sabbatical. I don't take a real risk.

### STEP 3: Make a clear decision as to whether you want to continue holding on to that belief (a simple yes or no)



- For example do you choose to continue believing : "I lack confidence because I don't have enough skills"?
- Notice how you feel about your choice.
- This is where Imposter Syndrome helps you to realise you actually have a choice in what you choose to tell yourself!

## STEP 4: Consider alternative beliefs and the evidence for them



Here, you're using the imposter type belief as a template to generate a new more empowering belief that's closer to the truth! You can just try the opposite of your original belief. For example:

- "I lack confidence because I don't have enough skills" becomes "I don't lack confidence and I have enough skills".
- Consider the **evidence** supporting the fact that you've taken risks in the past (you used courage not confidence) and you have figured things out before based on the skills you already had.

## STEP 5: Make a clear resolution going forward based on what you've realised



- Make a clear commitment to yourself one way or another. You can commit to taking a specific action or you can commit to giving yourself space if you need rest. The important thing is the sense of commitment. Self-commitment is the ultimate antidote to self-doubt.

## STEP 6: Hold yourself accountable



- Check in with yourself daily to make sure disempowering thoughts are handled regularly. For example, ask yourself daily:
  - Morning: What do I want to create today?
  - Evening: What did I create today?
- Work on any imposter beliefs that come up and transform them into empowering ones.

## STEP 7: Create or participate in spaces for protest, healing, and change that empower you and others



- Give yourself space to share your journey, catalyse change, and inspire others to do the same!
- Where some people might try to look invulnerable on the surface, you can make a strength out of acknowledging and transforming imposter-like feelings. It gives others permission to be authentic and it builds psychological safety in your team, organisation and the wider work culture.

Repeat this exercise as often as needed. Use it to create transformational conversations



## HOW DID IT GO?!

You never need to worry about imposter feelings again. You can simply use this process to generate empowering thoughts and reconnect to your true self. One insight can change everything, Helen asked for and got a promotion with a pay rise, Roxanna tripled her consultancy income and Tom resigned the next day and found his dream job the following month.

Let me know one thing you realised from doing this exercise that you didn't know before. You can email me or connect with me using the details below.

Once you start tasting the possibilities for freedom and empowerment, you might like to go deeper and explore what this means for your career and impact in the world. If you'd like to do that, you can contact me on [amina@doctoramina.com](mailto:amina@doctoramina.com) and tell me what you're up to. I look forward to hearing from you!

## HI, I'M DR AMINA AITSI-SELM!

I'm a recovering overachiever and have experienced imposter syndrome, over a 15+ year career as a doctor, scientist and population health specialist. I've worked in hospitals, a war zone, a pandemic and with the United Nations.

Since 2016, I've built my own coaching and consulting business and spent 1000+ hours working with talented professionals who want to create an inspiring career and lead with more confidence and ease.

If you want to learn what I know and avoid the mistakes I made, and you're committed to growing your impact sustainably, you can do two things:



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