

RETHINKING IMPOSTER SYNDROME



MOVING AHEAD

MISSION INCLUDE MASTERCLASS SUMMARY



Keynote takeaways from Holiday Phillips

Holiday Phillips is an organisational consultant, speaker and thought leader who specialises in leadership, culture change and DE&I. In this masterclass, she helped us reframe imposter syndrome from something that holds us back to an experience that can make us fuller versions of ourselves.

Holiday opened the session by reassuring us that imposter syndrome is not an individual problem to be fixed, but rather a universal experience to be felt and shared. “Imposter syndrome” is the circumstance of someone pretending to be something other than they are; it comes from our early childhood conditioning. From our early experiences, we build a backpack of stories that tell us we’re not enough or that we don’t belong; at the bottom of the backpack is the belief that we’re not safe. Put simply, imposter syndrome is the fear that if we show up as who we are, then something bad will happen.

Drawing on her own experiences in her life and career, Holiday shared practical advice and insights on how to work with imposter syndrome, rather than try to fight against it.

Five things we learnt:

01. Be compassionate

When we feel fear, we experience physical sensations. The only way through that is to calm our nervous system and the most effective way to do that is with compassion. One tip for channelling self-compassion is by imagining what you would say to the person whom you care most about – say that to yourself.



02. Talk to yourself like a two-year-old

When you’re in the grips of imposter syndrome, think about what your brain needs to hear to get yourself out of panic mode. Connect with the small child version of you who is frightened and soothe that person. This can be as simple as taking a breath and telling yourself that you’re OK.



03. Name it

Imposter syndrome thrives in secret. Often, when the feeling of not being good enough comes up, we think that we're the only person to experience that. So when we share how imposter syndrome is showing up for us, not only do we believe it's safe to do so, but it also actually gets better.

04. Not all people experience imposter syndrome in the same way

Parts of people's identities may turbocharge the story that they're not welcome in certain spaces. A big part of why we feel we don't belong is tied to feeling different in some way different. By understanding this, we can change how we show up in spaces and be more caring and sensitive to others.

05. Diversity just means difference

When we talk about diversity, we often think that we're only talking about a specific group of people. When in fact, diversity just means "difference". The safer we can make difference in general, the more we are creating organisations and teams where the message is: it's safe to be different.

Upcoming dates for your diary:

- ▶ Mentee networking events – 23rd February

[REGISTER HERE ▶](#)

- ▶ Mentor networking events – 9th March

[REGISTER HERE ▶](#)

- ▶ Mentee and mentor networking – 16th March – more details to follow



Don't forget to complete the Early Check-In Survey which closes today!

“Imposter syndrome is a root vegetable; it grows in the darkness.”

Holiday Phillips



Watch the session [here](#)

Must-reads

You're Not an Imposter. You're Actually Pretty Amazing,
(Harvard Business Review)

[READ IT HERE ▶](#)

End Imposter Syndrome Your Workplace
(Harvard Business Review)

[READ IT HERE ▶](#)

When The Body Says No,
Dr Gabor Maté

[READ IT HERE ▶](#)