

Smash

IMPOSTER SYNDROME & SELF-DOUBT
5 DAY FREE CHALLENGE

WITH
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DAY 2

Your Imposter Type



WHAT'S YOUR COMPETENCE TYPE?

Every impostor on the planet has a distorted view of competence. However, not all impostors skew it the same way. To show you what I mean, I'd like you to take a moment now to complete the following sentences with the first thing that pops into your head:

If you would like to go deeper use these as journal prompts. For instance, you could do several for the first 1. Really explore what comes up for you. Use another piece of paper if you need more space.

EXERCISE :

I'll know I'm competent at
when.....

If I were really clever,

I should always

If I were really qualified, intelligent, capable, competent, I would / should
.....

Your answers tell a lot about your competence type.

Each represents one kind of erroneous thinking about what it takes to be competent - your inner competence rule book.

Competence rules include words like should, always, don't, and never. For instance, you might be guided by an inner rule that says, If I were really clever, I would always know what to say. This way of thinking may in turn drive rules of behaviour like Never raise your hand unless you are 100 percent sure you are right, or Don't ask for help, or Always overprepare. At its core, your rule book represents a strong internal expectation that you meet a standard of performance that is rarely achievable and most definitely not sustainable—at least not for mere mortals like you and me.

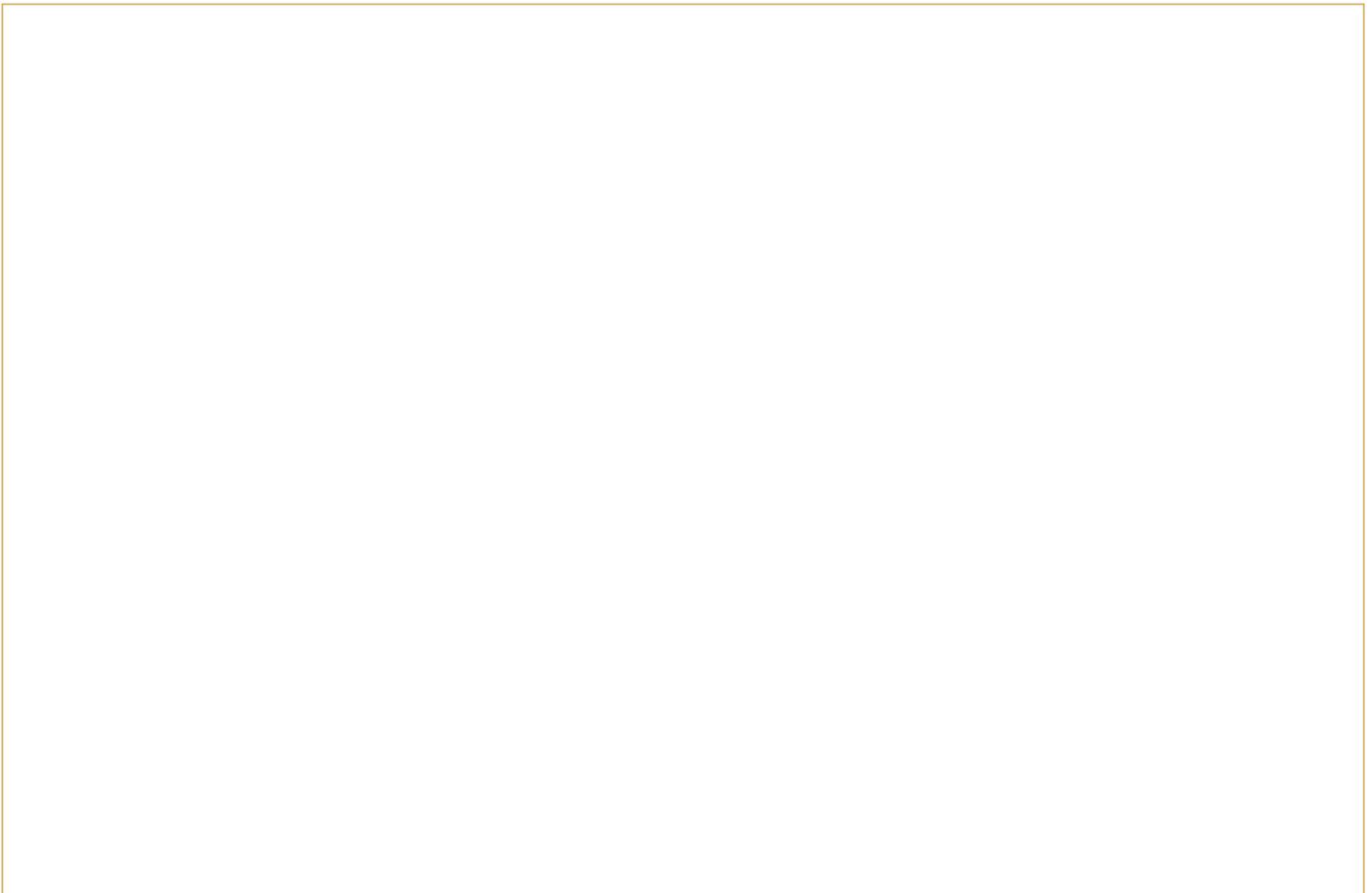
EXAMPLES :

Every imposter has unconscious rules in their head about what it means to be competent. These rules tend to begin with "should," "always," or "never." or "don't"

If I were really intelligent, capable, competent...

- I should know everything in my field
- I should get it right the first time
- I should excel in everything I do
- I'd always know the answer
- I'd always understand what I'm reading
- I'd always feel confident
- I'd never make a mistake
- I'd never be confused
- I'd never need help

YOUR REFLECTIONS AND NOTES :



COMPETENCY TYPES :

So your imposter type is really a competency type – the particular way you measure competence.

This is a summary of the types

- The Perfectionist's primary focus is on "how" something is done. This includes how the work is conducted and how it turns out. One minor flaw in an otherwise stellar performance or 99 out of 100 equals failure and thus shame.
- The Expert is the knowledge version of the Perfectionist. Here, the primary concern is on "what" and "how much" you know or can do. Because you expect to know everything, even a minor lack of knowledge denotes failure and shame.
- The Soloist cares mostly about "who" completes the task. To make it on the achievement list, it has to be you and you alone. Because you think you need to do and figure out everything on your own, needing help is a sign of failure that evokes shame.
- The Natural Genius also cares about "how" and "when" accomplishments happen. But for you, competence is measured in terms of ease and speed. The fact that you have to struggle to master a subject or skill or that you're not able to bang out your masterpiece on the first try equals failure which evokes shame.
- The Superwoman/Superman/Super Student measures competence based on "how many" roles they can both juggle and excel in. Falling short in any role — as a parent, partner, on the home-front, host/hostess, friend, volunteer — all evoke shame because they feel they should be able to handle it all — perfectly and easily.

REFRAMES AND NEW RULES:

Go to and Fill out the types you have identified with

THE PERFECTIONIST

Reframe Examples

Rather than enabling your success, perfectionist thinking is actually a gigantic barrier.

Perfectionism has nothing to do with getting it right. It has nothing to do with having high standards. Perfectionism is a refusal to let yourself move ahead.

How can you reframe it or think of it differently? Write below

Examples of New Competence Rules for the Perfectionist

- Perfectionism inhibits success.
- Sometimes good is good enough.
- Not everything deserves 100 percent.
- Your perfectionism impacts others.
- Non-perfection is to be embraced.

Write your new rules below

THE NATURAL GENIUS

Reframe Examples

A major reframe for the Natural Genius involves the recognition that innate talent has remarkably little to do with greatness.

You can become great at anything you're willing to work at.

How can you reframe it or think of it differently? Write below

Examples of New Competence Rules for the Natural Genius

- Effort trumps ability.
- Challenges are often opportunities in disguise.
- Real success always takes time.

Write your new rules below

THE EXPERT

Reframe Examples

You don't need to know everything. You just need to be smart enough to figure out who does and take it from there

How can you reframe it or think of it differently? Write below

Examples of New Competence Rules for the Expert

- There are many paths to expertise.
- There is no end to knowledge.
- Competence means respecting your limitations.
- You don't need to know everything, you just need to be smart enough to find someone who does.
- Even when you don't know something you can still project confidence.

Write your new rules below

THE SOLOIST

Reframe Examples

Competence doesn't mean knowing how to do everything yourself. Instead, competence means knowing how to identify the resources needed to get the job done.

How can you reframe it or think of it differently? Write below

Examples of New Competence Rules for the Soloist

- To get the job done, you first need to identify the resources required.
- Competent people know how to ask for what they need.
- Smart people seek out people who know more than they do.
- When seeking advice, it's important to ask the right people.
- Your work does not have to be groundbreaking to be good.
- Competent people know it's okay to build on the work of other competent people.

Write your new rules below

THE SUPERWOMEN / SUPERMAN

Reframe Examples

Competence is not a function of how many things you can do
Do less

How can you reframe it or think of it differently? Write below

Examples of New Competence Rules for the Superwomen / Superman

- It's okay to say no.
- Delegating frees you and gives others the chance to participate.
- When you slow down and cut out unnecessary tasks, you get to focus on activities that really matter.
- Being a Superwoman sends an unhealthy message to your daughters and sons.

Write your new rules below

YOU DON'T NEED TO DITCH YOUR OLD RULE BOOK ENTIRELY

- As the Perfectionist you are welcome to hold on to your pursuit of high standards, but shed the shame you feel when you fall short.
- As the Natural Genius you can keep your desire for mastery, as long as you recognize the time and effort that's required to get there.
- As the Expert you can still value the importance of knowledge, but ditch the unrealistic expectation that you should know it all.
- As the Soloist you can take pride in the knowledge that you can go it alone if you have to, just stop thinking you must.
- As the Superwoman/Man/Student you can honour your desire to be the very best you can on multiple fronts, but abandon the idea that you have to do it all.