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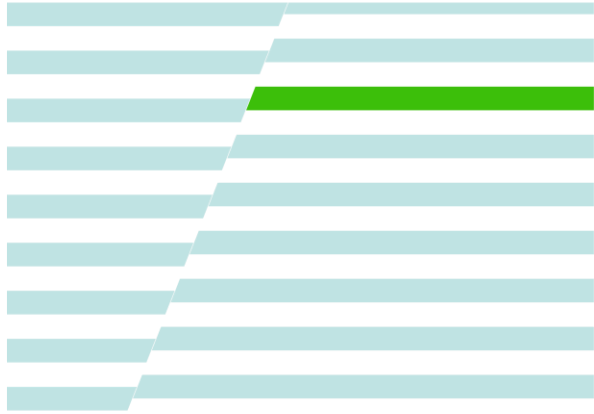


# Tackle Imposter Phenomenon in your workplace



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## Are you an “imposter”?

- Feeling like a fraud/“faking” it
- Doubting your ability despite previous success
- More than self-doubt



# Working alongside Dr Terri Simpkin and Kate Atkin

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**Dr Terri Simpkin**

Associate Professor at University of Nottingham, and Visiting Fellow at Anglia Ruskin University



**Kate Atkin MSc**

Professional speaker, facilitator and IP researcher

W | I'm just doing my job."

W | They've made a mistake"

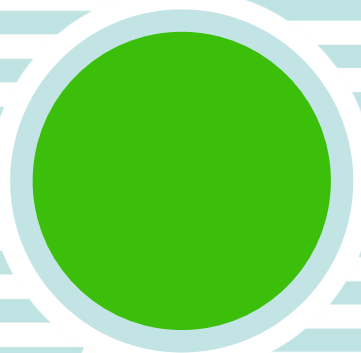
W | It's because I worked really hard."

W | It's nothing really."

W | I got lucky."

W | If I can, anyone can."





**70%**

of us experience  
Imposter Phenomenon





## Breaking it down



**70%**

allow others to take credit for their work



**Over half**

feel uncomfortable receiving recognition



**40%**

feel they haven't met expectations



**A third**

have felt anxious

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# The cycle of IP

- 40%**  
Work harder due to anxiety about work quality
- 39%**  
Work longer hours
- 38%**  
Spend too much time on details of a task
- 35%**  
Avoid taking holiday or sick days
- 35%**  
Over-prepare for a work situation
- 30%**  
Have procrastinated

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W | In every interaction as a manager, I felt I was **faking** it and they would realise I didn't know what I was doing."

**Female, Admin**

## Blind spots to personal success - despite experience



**68%**

of senior managers experience Imposter Phenomenon



**78%**

of junior managers experience Imposter Phenomenon

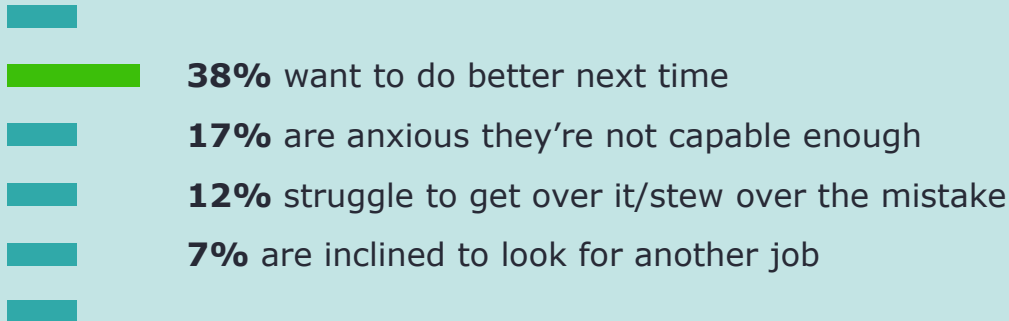
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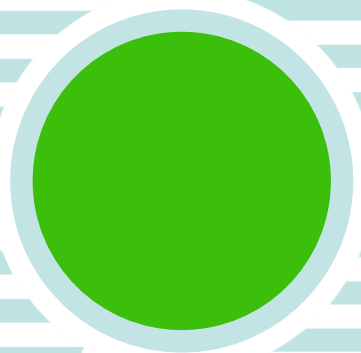
“ When first starting the role, I felt completely like I was **faking** my ability to do it and the **worthiness** I had for the job.”

**Female, Retail**

## Making mistakes



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**3 in 10**

experiencing Imposter  
Phenomenon since  
Covid-19 outbreak



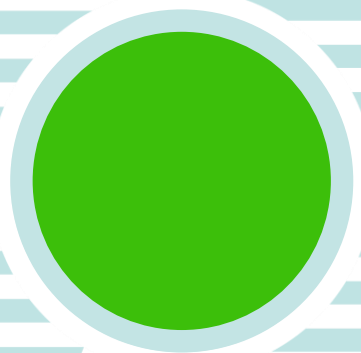
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## **Supporting your team**

- Define Imposter Phenomenon
- Objectively recognise personal strengths
- Promote mentor programmes
- Consider individual needs



**71%**

of staff who've been  
furloughed or made  
redundant experience IP



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## Supporting staff through redundancy

Empower your people in a tough situation

- Redundancy can intensify IP
- Highlight transferable skills to empower staff





## Managing IP at interview stage



- Open discussion
- Don't rely only on candidate self-assessment
- Ask about targets





# Can you spot an 'imposter'?

Can you identify these traits in yourself, or your team?



## **The perfectionist**

Setting excessively high goals



## **The superhuman**

Pushing yourself too hard to reach goals or over-achieve



## **The natural genius**

Must get it right first time



## **The soloist**

Won't ask for help



## **The expert**

Think you'll never know enough, fear looking unknowledgeable







**Audience  
poll**

**Which of the Imposter types do you recognise most, either in your team, or yourself?**

- The Perfectionist
- The Superhuman
- The Natural Genius
- The Soloist
- The Expert



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# Let's talk



**Dr Terri Simpkin**

Associate Professor  
Nottingham University



**Kate Atkin Msc**

Professional speaker, facilitator  
and IP researcher



**Janine Chidlow**

Global Managing Director  
Alexander Mann Solutions





# Key takeaways

1. Majority of us experience IP, although WFH has eased this for many

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2. Signs include high expectations and inability to see own success

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3. IP can have implications for anxiety and overall mental health

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4. Objective, tangible feedback can put things into perspective