

GET THE JOB

Overcoming Impostor Syndrome

How to Build Confidence and Own Your Success in the Workplace

Many professionals, from entry-level employees to experienced executives, struggle with impostor syndrome: the feeling that they don't truly deserve their achievements.

Despite their qualifications, they fear being exposed as a fraud, attributing success to luck rather than skill. Left unchecked, this self-doubt can hold people back from taking on new challenges, asking for promotions or fully embracing their abilities. Here's how to recognize impostor syndrome and develop the confidence to own your success.

CHALLENGING SELF-DOUBT

Impostor syndrome often manifests as persistent thoughts of inadequacy, even in the face of accomplishments. People experiencing it may hesitate to speak up in meetings, feel undeserving of praise or constantly compare themselves to colleagues.

The first step in overcoming it is recognizing these patterns and questioning their validity. Instead of assuming success is a fluke, take a step back and evaluate the facts.

Consider past achievements, feedback from others and the skills that contributed to

reaching career milestones. Keeping a journal of accomplishments can help create a record of tangible proof that success is earned, not accidental.

Shifting the way success is viewed is also crucial. Many professionals believe they must know everything before they deserve their position, but learning on the job is a normal part of career growth.

Instead of striving for perfection, focus on progress. Every professional, no matter how accomplished, has

moments of uncertainty. Acknowledging this can help normalize setbacks and make them feel less like personal failures.

BUILDING CONFIDENCE

The best way to silence self-doubt is to take action. Stepping outside of a comfort zone, whether by volunteering for a leadership role, presenting an idea or mentoring a colleague, reinforces competence and builds confidence.

Seeking constructive feedback is another effective way

to gain perspective.

Trusted mentors or colleagues can offer reassurance and remind professionals of their strengths, providing a reality check against negative self-perceptions.

Celebrating small wins is also essential. Success doesn't always come in major breakthroughs. Sometimes, it's about completing a difficult project, learning a new skill or overcoming a challenge.

Recognizing these moments reinforces the fact that achievements are the result of

ability and effort. Over time, repeated experiences of success help reshape self-perception and reduce feelings of impostor syndrome.

By challenging self-doubt, shifting perspectives and taking deliberate steps to reinforce confidence, professionals can move beyond impostor syndrome and fully embrace their success.

Owning achievements isn't about arrogance—it's about recognizing hard work, talent and growth for what they truly are.



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