

GET THE JOB

Impostor Syndrome at Work

Why You're Not Alone, and How to Push Through Your Insecurities

You land the job, join the meetings, meet the deadlines — and still wonder if you truly belong. That creeping feeling that you're just "faking it" or that you'll be "found out" is known as impostor syndrome, and it affects more professionals than you might think.

From entry-level hires to seasoned leaders, many people struggle with self-doubt — even when their accomplishments say otherwise. The good news: it's possible to manage impostor syndrome and stop it from holding you back.

RECOGNIZE IT, THEN CHALLENGE IT

Impostor syndrome often shows up as perfectionism, overwork or reluctance to speak up. You may discount your achievements, downplay your skills or assume others are more capable.

Start by acknowledging the feeling without judging it. Self-awareness is the first step toward shifting your mindset. Then, challenge the negative thoughts. Ask yourself: Is there real evidence I'm unqualified? Or am I holding myself to unrealistic standards?

Try writing down accomplishments, feedback and wins



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— even the small ones. Seeing them in black and white helps reinforce the truth: you've earned your place.

TALK TO SOMEONE YOU TRUST

Impostor syndrome thrives in silence. Chances are, your colleagues have felt it too. Sharing your feelings with a

trusted friend, mentor or coworker can provide much-needed perspective — and remind you that you're not alone.

You might be surprised how often others say, "I've felt that way too." Sometimes, just knowing it's common makes it easier to manage.

TAKE ACTION, EVEN IN DISCOMFORT

Confidence often follows action — not the other way around. Volunteer to lead part of a meeting, contribute an idea or tackle a challenge outside your comfort zone. With each step, you build evidence that you are capable — even if doubt still lingers.

No one knows everything, and no one gets it right all the time. The goal isn't to eliminate self-doubt completely — it's to move forward in spite of it.

You don't have to feel like an expert to act like a professional. Over time, the more you show up, speak up and keep learning, the quieter that impostor voice becomes.