

## Focus on the facts

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The best way to fight imposter syndrome is to **separate your feelings from the facts**. Facts are observable truths, while stories are how you interpret those facts. The next time you're in a situation that makes you feel like an imposter, refer back to the facts vs. stories of the situation. For example, if you feel insecure or doubt yourself after speaking up in a team meeting, **take a moment to look at the facts** rather than jumping to a conclusion about what you may think your co-workers are thinking about you.

## Acknowledge and validate your feelings

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Just because your interpretations of an event are stories (rather than fact) doesn't mean your feelings are any less valid. **Combatting imposter syndrome** isn't about ignoring your emotions. Rather, the best way to fight this feeling is to **acknowledge your feelings**, validate that it's okay, and then let those feelings go if they aren't based in reality. Moving on and letting go doesn't mean ignoring your feelings — it just means getting on with your day and accomplishing your goals, feelings and all.

## Share your feelings

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Imposter syndrome is a very isolating feeling. However, these feelings are extremely common in the workplace so **remember you are not alone**. According to research by Asana, nearly two-thirds (62%) of knowledge workers worldwide have experienced imposter syndrome. So the next time you're feeling this way, try to **share those feelings with someone else**. This could be a co-worker, a loved one, or a mental well-being professional.

## Look for evidence

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If acknowledging or sharing your feelings isn't helping, **try fighting your feelings with the evidence**. Oftentimes, imposter syndrome isn't based on facts—so focus on the facts to fight these feelings. **If you often feel like you aren't getting your work done on time, try these steps:**

- Go back over your most recent projects. ...concrete you can work on and improve upon.
- Review the work you've done to see if these feelings are based in fact. • If they aren't, use these facts every time that voice in your brain pipes up to tell you you aren't good enough.
- If they are, you've identified something...

## Learn from your team members

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A common symptom of imposter syndrome is **comparing yourself to your co-workers** and thinking you're worse at your job than they are. And while comparing yourself is tempting, there's a lot you can do to **reframe these feelings**.

The next time you feel tempted to compare yourself, try to **take a step back** and instead see what you can learn from them. You will have team members who have strengths in certain areas you don't, and vice versa. That doesn't make you less worthy—but rather creates an opportunity for your team to **learn from one another** to grow and succeed in your roles.