

***Own your successes and accomplishments***

- *Acknowledge the hard work and effort you expended to get to where you are today*
- *Recognize your role/contribution in each success*
- *Keep track of successes and positive feedback*

***Don't compare yourself to others***

- *Recognize that each person brings unique skills/attributes*
- *Acknowledge your strengths (skills, capabilities and experience)*
- *Practice self-affirmations ("I am smart, competent, worthy, etc.")*

***Develop and use support networks***

- *Identify people (both at work and outside of work) who can be part of your support network*
- *Talk to trusted colleagues, friends and peers about the IS*
- *Use these networks for a "reality check" when the IS starts to surface*

***Recognize the difference between "expertise" and "perfection"***

- *Don't get hung up on being perfect*
- *Acknowledge that everyone makes mistakes*

***Conduct a reality check***

- *Remind yourself how you have successfully handled past challenges*
- *Ask and answer the following questions:*
  - *Is this situation as bad as I am making it out to be?*
  - *What is the worst thing that could happen? How likely is it?*
  - *What is most likely to happen?*
  - *Is there anything good about this situation?*

***Change your negative self-talk***

- *Surface/acknowledge the Impostor Syndrome "tapes"*
- *Practice reframing. Use the "from – to" framework.*

## ***Counter Feeling Like an Outsider***

- *Seek support - find and utilize allies and support systems*
- *Be pro-active - remember that inclusion is a two-way street*
- *Build a broad network of relationships*
- *Don't wait to be invited - assume you belong*
- *Look for similarities - don't get stuck on differences*
- *Become a visible member of the organization*

## ***Notice Who are the People you:***

- *Get to know*
- *Include in meetings and decision-making processes*
- *Give the benefit of the doubt*
- *Offer assistance/support*
- *Give do/don't give critical feedback*
- *Solicit their opinion, advice, or feedback*
- *Sit next to at meetings*
- *Mentor and/or share the unwritten rules*

## ***Be Resilient***

- *Take critical feedback in stride*
- *Don't make assumptions – ask questions and seek others' points of view*
- *Ask yourself, "What can I learn/take-away from this situation?"*
- *Adopt a "both/and" mindset – avoid "either/or" thinking*
- *Know you belong here, can/will succeed*
- *Pick your battles – don't take everything personally*