

# The Wisdom of the Crowd: What can I do to mitigate the power and impact of my imposter syndrome beliefs?

## THE PERFECTIONIST:

- Don't make the perfect the enemy of the good
- There's more than one way to do things
- Be self-aware
- Collaborate with others
- Delegate
- See the bigger picture
- Seek a gut check from someone you trust
- Set limits
- Take breaks (walk, coffee, etc.)
- Clarify expectations

## THE NATURAL GENIUS:

- Build trust with co-workers
- Network with peers for information
- Utilize ACC resources and connections
- Collaborate

## THE RUGGED INDIVIDUALIST:

- Recognize that you don't have all the answers (and no one else does either)
- Identify who/what can help and ask questions
- Have the humility and confidence to seek help
- Recognize the Value that others can bring

## THE EXPERT:

- Delegate and focus on how to drive the work, not focusing on the knowledge itself.
- It's all relative: We have a lot to offer, even without knowing everything about every issue.
- Focus on skill-sets
- Mile wide and inch deep – Issue spotting v. Problem solving

## THE SUPERWOMAN/MAN:

- It's OK not to be able to do it all
- Start saying "no"
- Recognize limits and strive for greater transparency regarding limits
- Trust others – all will be OK
- Delegate with risk of failure
- Role doesn't require everything
- Leadership has evolved; you don't have to do it all / know it all
- OK to ask about priorities
- OK to ask for help
- Evaluate the best use of your time
- Take stock of projects and accomplishments
  - Collect friendly facts – and look to them on tough days
  - Keep a running list of tasks/accomplishments and review what you have completed periodically