



# How to deal with Impostor Syndrome

## A coaching exercise

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## How to address Imposter Syndrome - Your Meta Boardroom

Do you secretly believe you are not good enough, or that you are 'faking it til you make it'?

Do you worry that you are going to be 'found out'?

Or perhaps you sometimes struggle to see things from another person's perspective, or have reached an impasse with someone and can't see a way through?

If any of these things resonate, read on.

The ultimate aim of this exercise (inspired by two coaching methods - the Meta-Mirror Model and the Inner Boardroom) is to achieve a range of perspectives on the situation you are facing, to enable you to determine the best course of action, or the most truthful/honest version of your situation.

### INSTRUCTIONS

1. Imagine you are in a boardroom, and that pesky critic is there, giving you the evil eye. But there are others round the table too, who might have a different view.
  - The first person there is you. This might be a negative voice – your inner critic. Don't dismiss this voice – it might help you to find out what you really want. You can learn about your boundaries and valid fears in this position.
  - The second person is someone most closely involved with your situation – either a person whose opinion matters to you, or you are concerned about, or if you are addressing a conflict with someone, this is that person. Listen to what they have to say about your situation. You can learn a valuable alternative perspective from this position, particularly in terms of developing empathy and compassion for them, developing insight into how you have been reacting to them, and how you might adjust your relationship with them.
  - The third person is an impartial observer – someone whose opinion you value, but who isn't directly affected by the situation. This observer wants both parties to achieve a win-win. It's critical that you do not allow your own emotions to cloud your judgment. The observer does not take sides, but rather they stand back and view the situation impartially. This position will give you a more objective perspective about the situation.
  - The fourth person in the room is the person who represents the most senior perspective – perhaps the CEO or person in charge. The purpose of this is to provide an overall perspective of the situation.
2. It's important to imagine real people in these positions, if possible. This will make the process more powerful and effective.
3. Once you have personas for each position, now go around the table, and listen to each person in turn. Try to see, feel, and hear what they are saying from their perspective. Other than when you are standing at first position, it's essential to distance yourself from your own thoughts, feelings, and beliefs for all the other positions; so that you can gain some objectivity.
4. Now consider what they all have to say, listen to all the advice in the room.
5. Now return to your first position in the room – yourself. What have you learned from the different views in the room? Has this changed your perspective?
6. NOW choose what you are going to do. What will you do differently?

You can also use this technique to:

- Gain a different perspective to a conflict.
- Shift yourself away from old patterns of thinking.
- Improve relationships.
- Enable yourself to forgive others.
- Spot opportunities in a complex situation.
- Be able to negotiate more effectively with others.
- Develop stronger empathy.



[Ask me](#) about how I can help you address your inner critic, impostor syndrome, build your confidence, or any of the points listed above, through bespoke 1:1 coaching.

More information about my HR and Coaching background can be found here:

[www.gemmabullivant.co.uk](http://www.gemmabullivant.co.uk)