High achievers radiate confidence. But lurking behind that self-assurance can be a feeling of inadequacy. Why? Because when you hold yourself to unrealistic or unsustainable standards, you leave yourself open to feeling like a fraud, or an imposter.

**The first step to avoid feeling like an imposter** is to recognize what behaviors trigger those feelings. If you answer “yes” to any of these questions, you may be on the road to experiencing the imposter phenomenon.

### Everything must be perfect

Perfectionists set ridiculously high goals for themselves, which leads to self-doubt when not attained.

- Do you feel less than 100% success is a failure?
- Do you have difficulty delegating?

### Work comes first

Workaholics are addicted to the validation they get from working, not necessarily the work itself. By pushing themselves to work harder, mental health and relationships suffer.

- Have you sacrificed hobbies in favor of work?
- Do you feel pressured to work longer to prove your worth to peers?

### You have to be an expert at everything

While you need to be knowledgeable at your job, basing your confidence on how much you know or can do is unhealthy.

- Do you portray you always know what you’re doing, no matter the situation?
- Does not having the answer leave you depressed?

### You alone can do something

While the fast pace of health care requires independence, failing to ask for assistance just to prove how skilled you are is detrimental.

- Do you need to accomplish everything on your own?
- Is it difficult to ask for advice or constructive feedback?

### You are naturally great

Natural geniuses believe they must get everything right on the first attempt. If they take too long to master a skill, they feel humiliated.

- Do you avoid doing things you aren’t great at?
- Does your confidence suffer if something doesn’t come easily?

**Imposter phenomenon can feel crippling, but mentorship and reflection can help you manage.**

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**Additional Resources**

