



# IMPOSTER SYNDROME IN THE JOB SEARCH

## *What is imposter syndrome?*

Imposter syndrome can take a toll on you and can hold you back from reaching your full potential and seeking out roles you are truly qualified for. Individuals with imposter syndrome may self-sabotage and not allow themselves the chance to apply to positions due to fear of rejection. Many of these individuals become nervous and find ways to talk themselves out of pursuing their career goals.

Imposter syndrome is also known to be higher among underrepresented groups due to discrimination and messages received about these individual's competency level and overall capabilities as compared to their counterparts. Feelings of inferiority can ultimately lead to doubt when applying for jobs and keep individuals from pursuing opportunities they are qualified for.

## Here are a few signs that you may be experiencing imposter syndrome during your search and once you land a position:

- ➔ Lack of confidence in your work abilities and what you bring to the table as a candidate
- ➔ Doubting whether or not you are qualified for a role because you don't check every box on a job description
- ➔ Minimizing the valuable experience you possess and not being able to articulate your strengths during an interview
- ➔ Refraining from salary negotiation because you don't believe you are worthy of higher pay
- ➔ Believing employers will think you are a fraud once you land the job
- ➔ Anxiety on the job and constant worry regarding your work performance

# How do I overcome imposter syndrome

The first step is awareness and recognizing when you begin to experience feelings of inadequacy. It is also important to work on affirming yourself and highlight all the reasons why you are qualified. Your mindset is instrumental when it comes to preparing for the job search, so you must be intentional in shaping the way you think about yourself and your capabilities. Here are additional ways in which you can work to combat imposter syndrome:

## *List your “wins”*

Create a brag sheet prior to your search and outline your key strengths, accomplishments, and recognition you have received in current and previous work experiences.

## *Focus on facts*

Stick to the facts of what makes you a qualified candidate instead of focusing on your feelings of doubt, worry, and hesitation.

## *Practice your interview skills*

Prepare for a mock interview (depaul.biginterview.com is a great resource!) to practice speaking about yourself and your accomplishments.

## *Get help*

Seek out a strong network of support throughout your job search – friends, mentors, professors, and career advisors can provide guidance and positive reinforcement.

*Imposter syndrome is a common experience that affects many job seekers.*

It can erode your confidence and make you doubt your unique skills and experiences. Instead of getting lost in negative thoughts, take action to overcome imposter syndrome. Test out the above strategies, reframe your thoughts, and reflect on what feels best to you. With practice, you can conquer imposter syndrome, increase your confidence, and improve your job search success.