

Definition Of The Imposter Syndrome

.....The persistent inability to believe that ones own success is deserved or has been legitimately achieved as a result of ones own efforts or skills.

People suffering from Imposter Syndrome maybe at risk of increased of anxiety



Definition of Personal Psychological Safety

...”Psychological Safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or a mistake”....

- Amy Edmonson (1999)



Trauma Informed Approach

Trigger Warning

There is some content in this presentation which some colleagues may find triggering. By raising awareness of the content, I am seeking to create safety and to avoid causing harm to colleagues. Different life experiences mean that we respond differently to different material as I am unable to anticipate everything that colleagues may feel triggered by.

If you feel triggered by any content in this slide deck, please do remove yourself from the session, or, consider contacting your local health and wellbeing team, or FTSUG.

What Is Your Story?

....”When we deny our own story, it defines us.
When we own our story, we can write a brave
new ending”

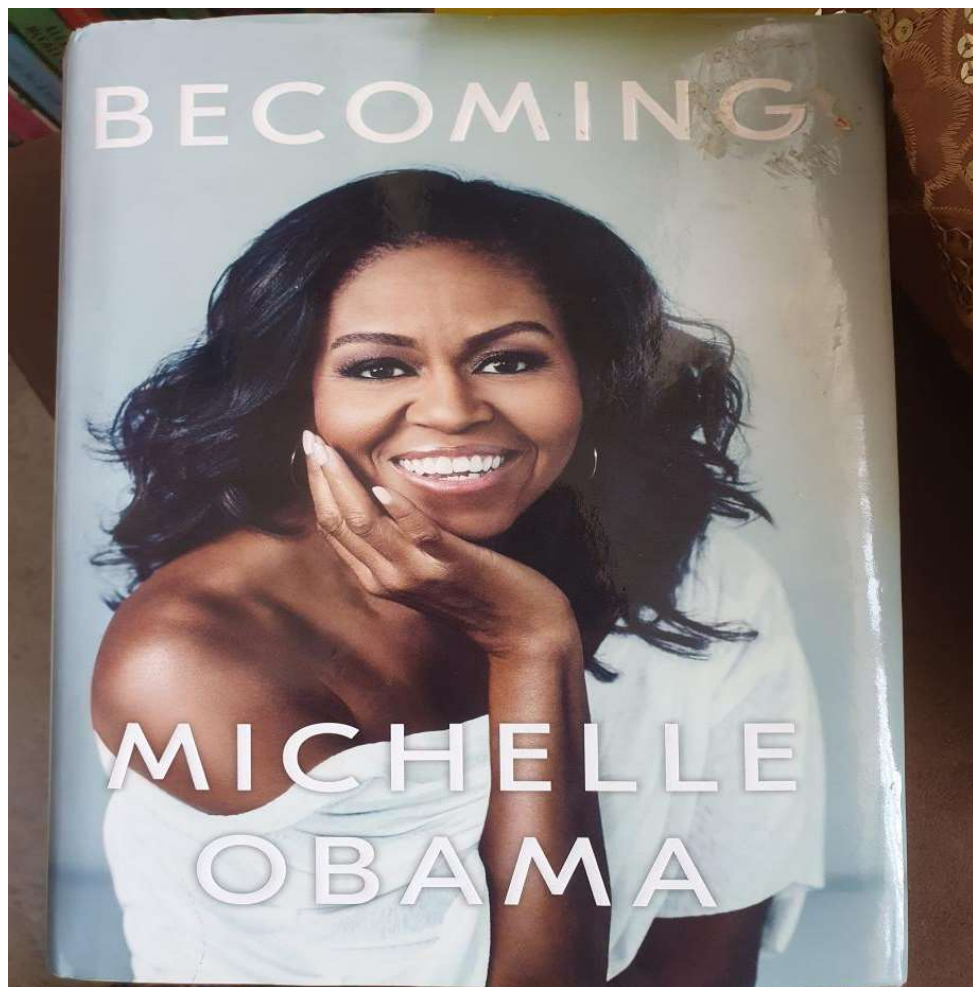
Brene Brown



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Beverley Powell, Senior Programme Manager

The Power of Telling Your Own Story



...” If you don’t go out there and define yourself, you will quickly, and inaccurately be defined by others”

Shame- Bell Hooks

Shame produces trauma and
trauma produces paralysis

Analysis Paralysis

We are Frozen



Liberate Ourselves!

We seek outside ourselves because we don't have enough, and why we consume to fill the open wound.

Dr Edward Devan- Psychiatrist



The path to collective liberation is to reclaim our soul wound.

This is what I know and understand
Racial Trauma:

...” If you trade your authenticity for safety,
you may experience the following:

Anxiety, depressions, eating disorders,
addiction, rage, blame, resentment, and
inexplicable grief.....

Brene Browne

Reflect -What is **currently** wired into your hard drive?
(your mindset)



Begin to reprogramme how you want to think/behave
(your mindset)



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Critical Thinking

Recognise.

Evaluate.

Plan of action.

Stop and think.

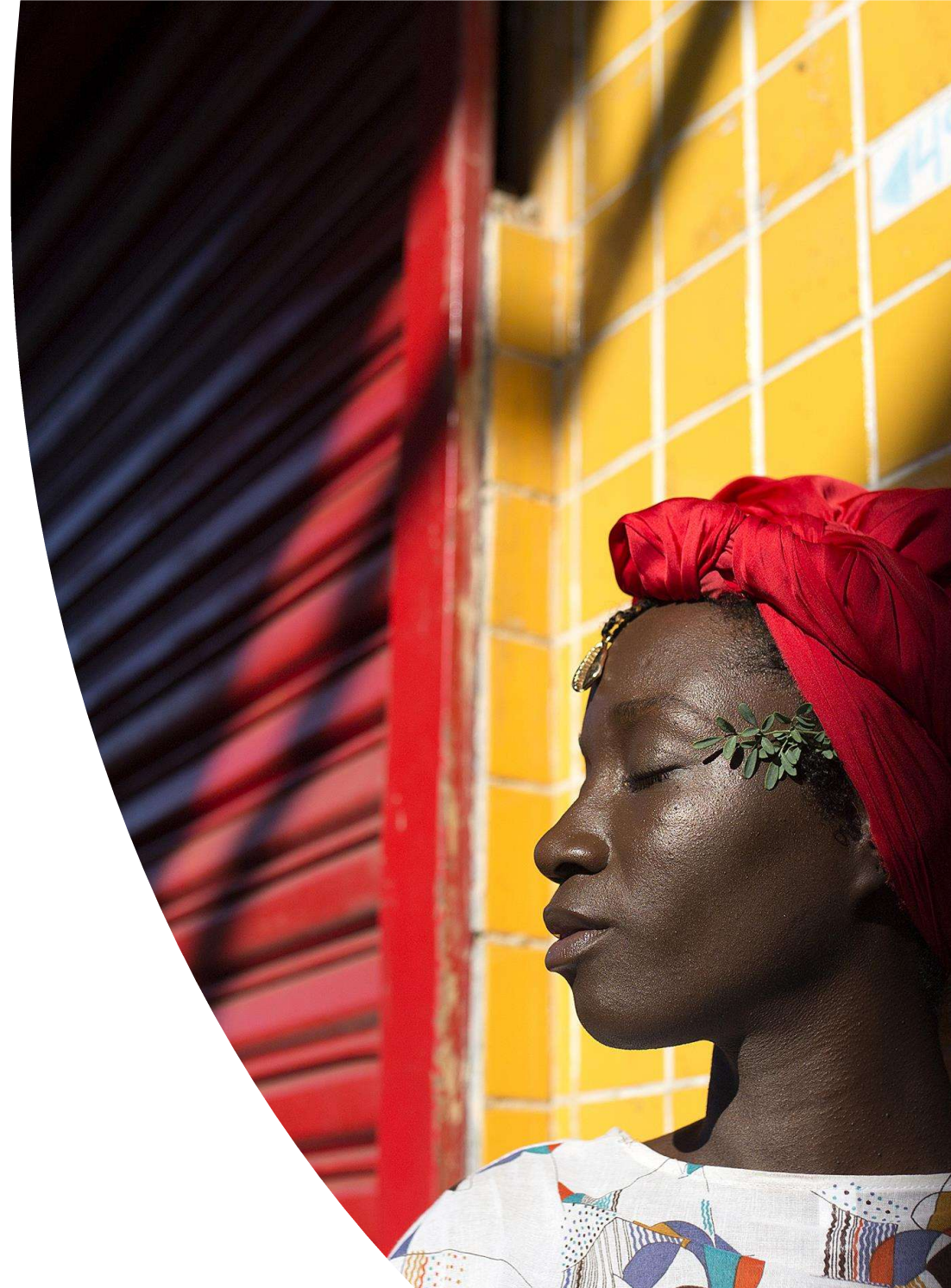
Assumptions.

Information.

Conclusions.

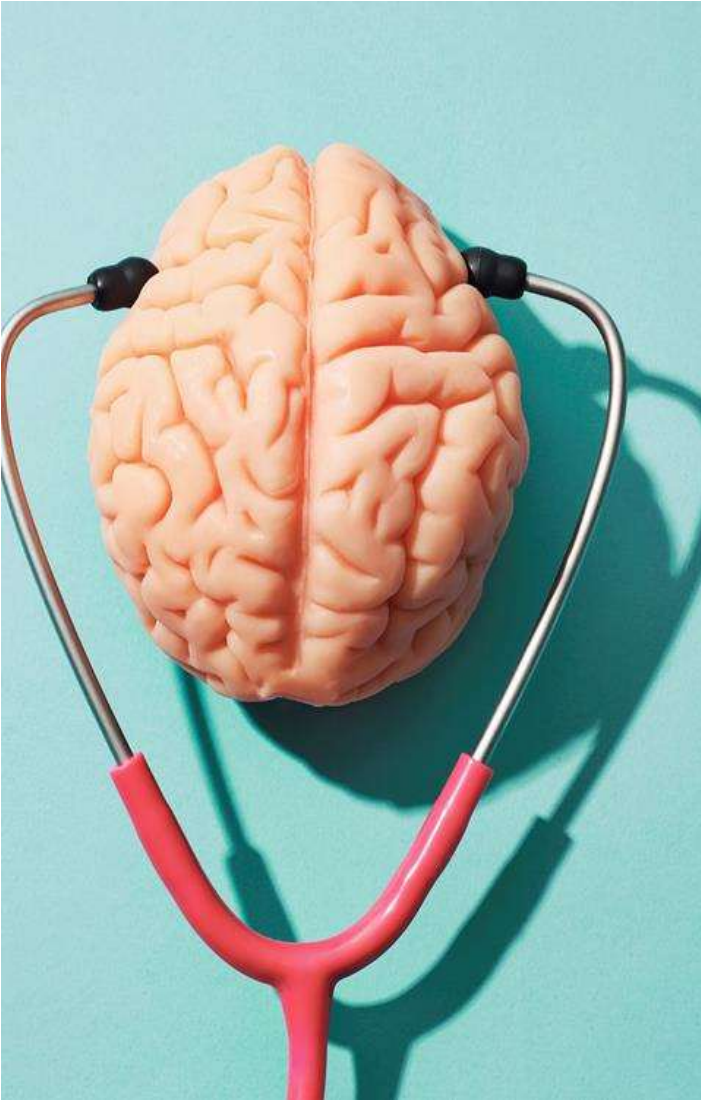
Accountability partner.

Plan of action.



Neuro Pathways Can keep us safe

Pattern Matching



- In the absence of immediate information - “Pattern Matching”.
- Hyper vigilance helped to me keep us safe.
- What is the danger of consistently seeking out pattern matching?

Stop Gaslighting Yourself!

- Maybe its all in my head....
- I shouldn't feel this way....
- I should be upset. I'm sure that they didn't mean it....
- I don't deserve to be happy....



Your experiences are valid

- If it is sticking with me then it must be a trigger. Where do I need to heal?
- Even if they didn't mean it, it still hurts.
- My past mistakes do not define my future

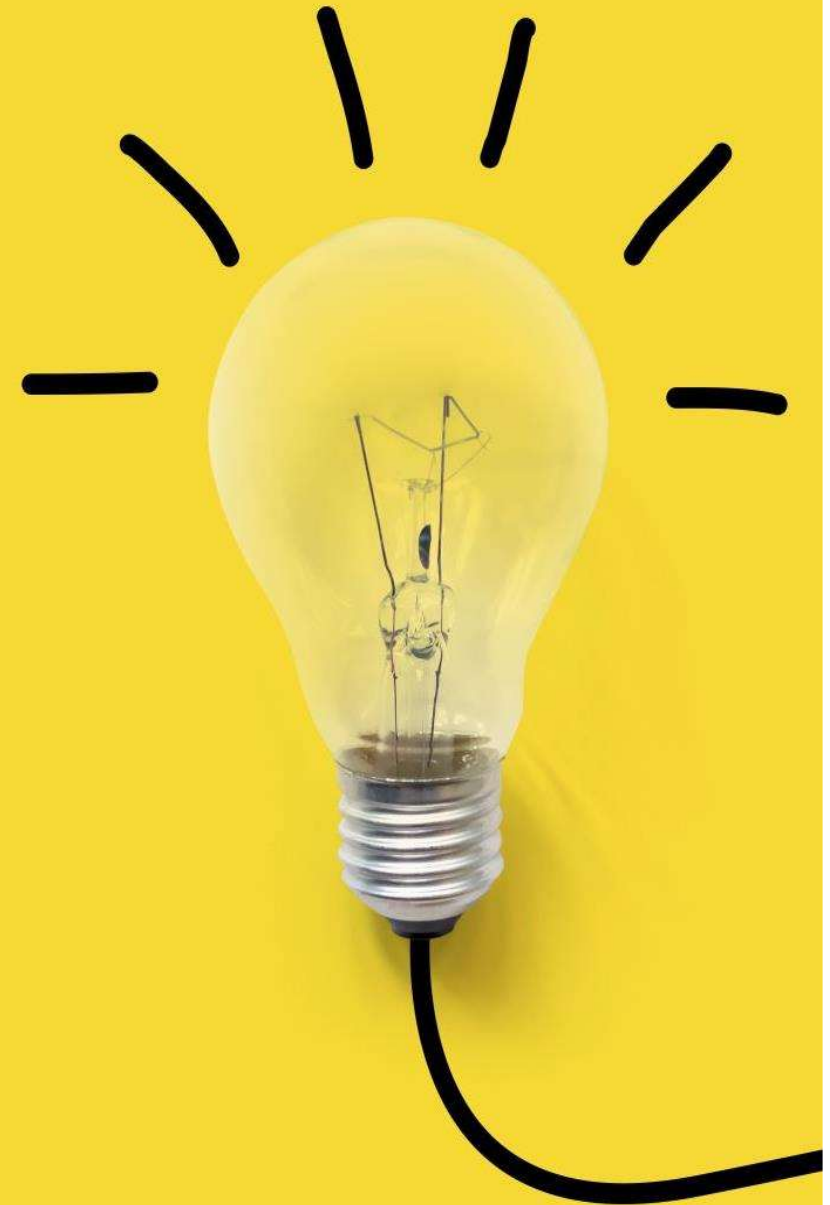
Stop Giving Your Power Away!

- Pay attention to your own needs.
- Create a concrete objective list to show where you energy is going.
- Reflect on your self talk.
- Admit that you are out of balance and start to taking small steps to re engage yourself.

1. You get a very direct form of accountability. An accountability partner often forms strong friendships as they share their hopes, struggles, dreams, and goals with each other.
 2. Because you will already have established a professional relationship with your accountability partner rapport building will be much faster along with developing a psychologically safe space.
 3. You connect at a mutually convenient time.
 4. Accountability partnerships are usually free!
 5. The main benefit of having an accountability partner is having ample time to talk about your specific issues. Network groups are helpful, however each member has a limited amount of time to discuss their personal challenges or share insights.
- This kind of relationship isn't as formal as coaching

Critical Reflections Actions

1. Give yourself permission to step out from the darkness and into the light.
2. Consider seeking out an Accountability Partner.
3. Verbalise or write down your intentions to disrupt your current mindset.



Final Thoughts

It is not the strongest of
the species that survives
nor the most intelligent
but the one's most
responsive to change"

Charles Darwin



Thank You!