

# The Imposter Syndrome Quiz

**What are you fighting against?**

# Pick a number that best describes you...

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1. I have been accused of being a micromanager.
2. I stay later in the office until I've completed the day's necessary work.
3. You are used to excelling without much effort.
4. You firmly feel you need to accomplish things on your own.
5. You shy/have shied away from applying to job posting unless you meet every single educational requirement.

# Pick a number that best describes you...

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1. I have difficulty delegating, even when I am able.
2. I am stressed when I am not working.
3. You have a track record of being the best at everything you do.
4. You find yourself often saying, I don't need anyone's help.
5. You are constantly seeking out trainings or certifications because you think you need to improve your skills in order to succeed.

# Pick a number that best describes you...

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1. When I miss the mark on something, I accuse myself for “not being cut out” for my job and ruminate on it for days.
2. I have let my hobbies and passions fall by the wayside, sacrificed to work.
3. You were told frequently as a child that you are the “Smart one” in your family or by peers.
4. You frame requests in terms of the requirements of a project, not your needs as a person.
5. Even if you have been doing your work/role for some time, you can relate to feeling like you still don't know enough.

# Pick a number that best describes you...

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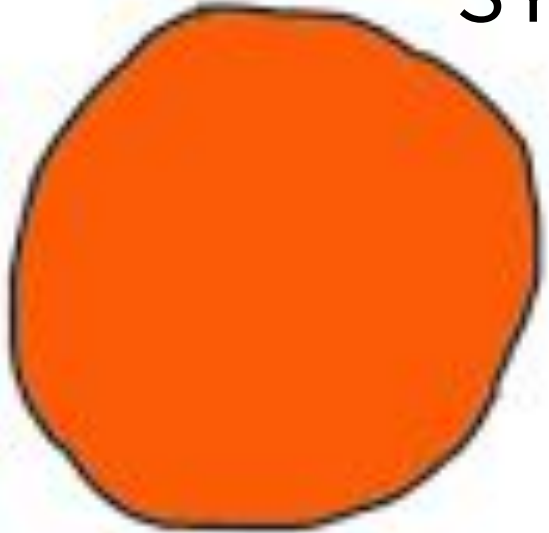
1. My work must be 100% perfect, 100% of the time.
2. I feel like I haven't truly earned my title, despite numerous achievements, so I feel pressed to work harder and longer to prove my worth.
3. When you face setbacks, your confidence tumbles because *not* performing well provokes a feeling of shame.
4. You don't feel comfortable having a mentor because you can handle things on your own.
5. You shudder when someone says you are an expert.

# Pick a number that best describes you...

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1. I often have high expectations of myself.
2. I am restless during downtime.
3. I want to get things done right on the first try.
4. I don't like to ask for help.
5. I measure my success based on how much I can do.

TYPES OF PEOPLE WHO  
HAVE IMPOSTER  
SYNDROME:



ALL THE SMART,  
SUCCESSFUL PEOPLE  
THAT YOU THINK HAVE  
THEIR SHIT TOGETHER.

# If you circled mostly 1's, you are...

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## THE PERFECTIONIST

Perfectionism and imposter syndrome often go hand-in-hand. Think about it: Perfectionists **set excessively high goals for themselves**, and when they fail to reach a goal, they experience major self-doubt and worry about measuring up. Whether they realize it or not, this group can also be control freaks, feeling like if they want something done right, they have to do it themselves. For this type, success is rarely satisfying because they believe they could've done even better. But that's neither productive nor healthy.



# How to win the battle against perfectionism

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- Owning and celebrating achievements is essential if you want to avoid burnout, find contentment, and cultivate self-confidence.
- Learn to **take your mistakes in stride**, viewing them as a natural part of the process.
- Force yourself to start the project you've been planning for months because there will never be the "perfect time" and **your work will never be 100% flawless**. The sooner you're able to accept that, the better off you'll be.

# If you circled mostly 2's, you are...

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## THE SUPERWOMAN

Since people who experience this phenomenon are convinced they're phonies amongst real-deal colleagues, they often **push themselves to work harder** and harder to measure up. But this is just a false cover-up for their insecurities, and the work overload may harm not only their own mental health, but also their relationships with others.

# How to win the battle against being superwoman...

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- Imposter workaholics are addicted to the validation that comes from working, not to the work itself. Start training yourself to **veer away from external validation**. No one should have more power to make you feel good about yourself than you—even your boss.
- On the flip side, learn to take constructive criticism seriously, **not personally**. As you become more attuned to internal validation and able to nurture your inner confidence that states you're competent and skilled, you'll be able to ease off the gas as you gauge how much work is reasonable.

# If you circled mostly 3's, you are...

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## THE NATURAL GENUIS

People with this type judge their competence based on ease and speed as opposed to their efforts. In other words, if they take a long time to master something, they feel shame. These types set their internal bar impossibly high, just like perfectionists. But natural genius types don't just judge themselves based on expectations, they **also judge themselves based on getting things right on the first try**. When they're not able to do something quickly or fluently, their alarm sounds.

# How to win the battle against being a genius...

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- To move past this, try seeing yourself as a work in progress. Accomplishing great things involves lifelong learning and skill-building—for everyone, even the most confident people.
- Rather than beating yourself up when you don't reach your impossibly high standards, **identify specific, changeable behaviors that you can improve over time.** For example, if you want to have more impact at the office, it's much more productive to focus on honing your presentation skills than swearing off speaking up in meetings as something you're “just not good at.”

# If you circled mostly 4's, you are...

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## THE SOLOIST

Sufferers who feel as though asking for help reveals their phoniness are what are called Soloists. It's OK to be independent, but not to the extent that you refuse assistance so that you can **prove your worth**. It also has profound effects on the quality of your work, because involving others will certainly enhance any outcomes/project/plan.

# How to win the battle against going solo...

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- You should recognize that great leaders are not lone-rangers, but work well with a team. This requires **trusting others** decisions, being willing to compromise, and taking the risk of **letting others see you make a mistake**.
- If you are battling being a soloist, you should find a way to ask for help at least once a week - even if you don't necessarily need it. Simply asking will help you become more a part of the team and show others that you trust them.

# If you circled mostly 5's, you are...

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## **THE EXPERT**

Experts measure their competence based on “**what**” and “**how much**” **they know or can do**. Believing they will never know *enough*, they fear being exposed as inexperienced or unknowledgeable. It's true that there's always more to learn. Striving to bulk up your skill set can certainly help you make strides professionally and keep you competitive in the job market. However, don't let it consume you.



# How to win the battle against knowing it all...

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- Start practicing just-in-time learning. This means acquiring a skill when you need it—for *example, if your responsibilities change*—rather than saying someone else would know how to do it better.
- Realize **there's no shame in asking for help when you need it**. If you don't know how to do something, ask a co-worker. If you can't figure out how to solve a problem, seek advice from a supportive supervisor, or even a career coach.
- Mentoring junior colleagues or volunteering can be a great way to discover your inner expert. When you share what you know it not only benefits others, but also helps you heal your fraudulent feelings.

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YOU DON'T HAVE TO  
BE AN EXPERT. NO ONE IS  
EXPECTING YOU TO BE  
AN EXPERT. ALL YOU NEED  
TO DO IS SHOW UP AND  
BE YOU.

RUTH SOUKUP

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Shame always shrivels  
when you share it  
out loud.

— MARIE FORLEO