

THE EXTRA POINT

BY JERRY ROBERTS



201 Overcoming the Imposter Syndrome

If you're considered to be a leader in your field, or what they call a subject matter expert, a person with knowledge in a specific area, then you've likely suffered from a condition that affects most people in that position. I'm Jerry Roberts and we'll go for the diagnosis, today, on The Extra Point.

I consult with companies on how to build teams, develop talent, handle problems with workers, build sales and customer relationships. Yet, I lost a company once. No matter how much I knew I couldn't prevent it. So what right do I have to tell anybody else how to do any of those things I mentioned?

I've had the privilege to work with leaders in the private sector, as well as military and Government. Some ran large departments or organizations, with hundreds of workers and multimillion dollar budgets. I've never had a budget like that, nor did I ever run a company that big. Why would they ever think I had anything of value to offer them?

Maybe more important, why would I ever think I had anything of value to offer them?

The affliction I referred to is common with many people in my business of training and consulting, and anybody who is viewed as an authority figure of any kind. It's called the imposter syndrome.

It's when you think you're not good enough, not experienced enough, not at someone else's level. You don't have what it takes. You don't belong there.

It can paralyze you, stop you in your tracks, put up a road block to any success you've told yourself you wanted. All because you feel you don't measure up to somebody else's resume.

I've trained CEOs and when that first happened,

I felt a little weird, knowing that many of them had more experience and had achieved far more success than I ever had. What could I give them that was a good exchange for their valuable time? So, was I an imposter?

The thought lingered until one of them came up to me on a break and said, "I wasn't going to come today because I didn't think I'd get anything from it. Honestly, everything you've said I've heard before. But I'm glad I came because of two reasons. One, you've said some things differently than I've ever heard them discussed and that's caused me to rethink some positions. And two, even though I've heard it all I strongly believe that leaders need to be reminded of what they know. We tend to forget."

That day I realized that for some people I'm a trainer and for others I'm a reminder, and I'm fine with that. Every time I encounter a new situation where I think my experience or talent doesn't match up to the task at hand, I try to remember those words.

Here's the truth: you're likely not the number one global industry expert in your field. No sweat. There can only be one of those. That's not what people expect of you. They just want to know what you know, and how that can benefit them. You're not an imposter. For some you'll be an expert and for others you'll be that reminder. In any case, you know what you know...you're good enough. Now, do your job.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

###

For information on training and consulting services from Jerry Roberts, please click this link: guamtraining.com

