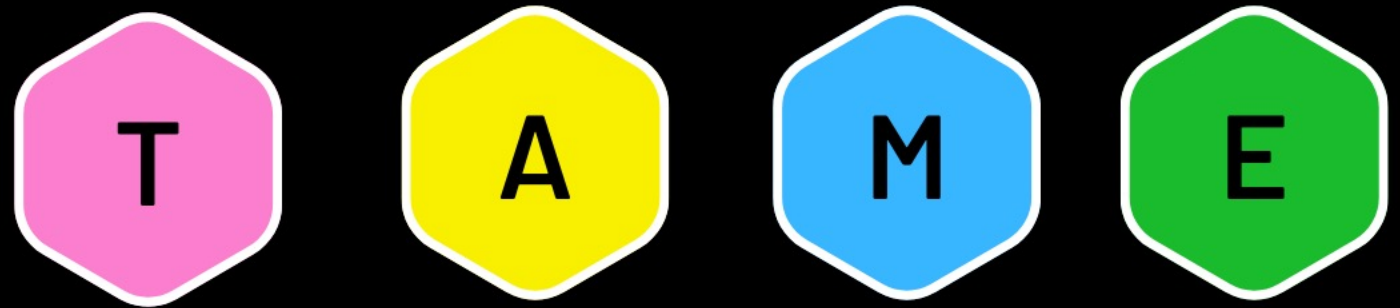
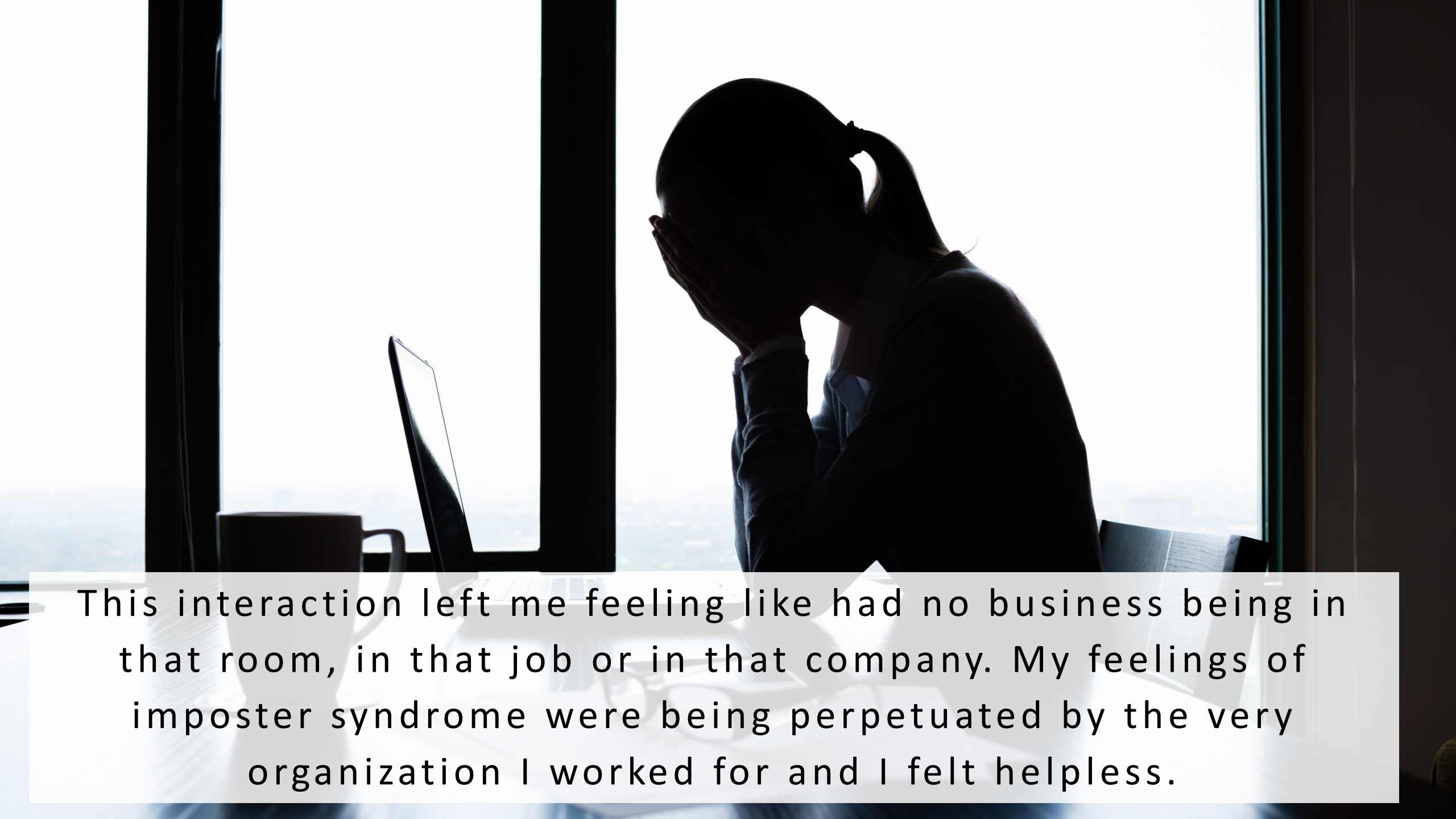




BELONGINGNESS: THE ANTIDOTE TO WORKPLACE IMPOSTER SYNDROME



by
JOEY AVILÉS & MICHELLE ROSA
GLOBAL KEYNOTE SPEAKERS



This interaction left me feeling like had no business being in that room, in that job or in that company. My feelings of imposter syndrome were being perpetuated by the very organization I worked for and I felt helpless.



"THE KEY TO GENUINE BELONGING ISN'T A DISGUISE,
BUT RATHER A BOLD, UNAPOLOGETIC REVEAL OF YOUR AUTHENTIC
SELF."



PRIVATE SECTOR

BOEING, Ferrara, Kelly, elida BEAUTY, Wawa, DELL Technologies, University of Phoenix, MANAGEMENT CONCEPTS, zoom, brivo, HIGHMARK HEALTH, hacking HR forum, HCI Human Capital Institute, Deloitte, indeed, MARVELL, Course Hero

AutoNation, ACE HOTEL, whatnot, iQ solutions, quorum software, Larson Texts

Hone WebEX, Ryan, LinkedIn, BALSAM BRANDS, Arch, JPL Jet Propulsion Laboratory California Institute of Technology, WWDA WISCONSIN WORKFORCE DEVELOPMENT ASSOCIATION

NON-PROFIT SECTOR

TEDx, IPMI International Performance Management Institute, NATIONAL Minority Supplier Development Council, SRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT, atd Association for Talent Development, HACU, MEN of COLOR LEADERSHIP CONFERENCE, LULAC, FEDERALLY EMPLOYED WOMEN, IPMA-HR INTERNATIONAL PUBLIC MANAGEMENT ASSOCIATION for HUMAN RESOURCES, PARTNERSHIP FOR PUBLIC SERVICE, CAEL Linking Learning and Work, HUDSON COUNTY COMMUNITY COLLEGE

GOVERNMENT

LIGO Caltech, NASA, FDIC, United States Census Bureau, DEPARTMENT OF HEALTH & HUMAN SERVICES, DEPARTMENT OF COMMERCE, DEPARTMENT OF EDUCATION, NEX, U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, PEACE CORPS, USDA, NATIONAL CREDIT UNION ADMINISTRATION, FEDERAL AVIATION ADMINISTRATION, DISTRICT OF COLUMBIA PUBLIC SCHOOLS, FDA

MEDIA

TELEMUNDO, diversityMBA MAGAZINE, FEDERAL NEWS RADIO.COM, RAWSTORY, FBI, FEDmanager.com, Tampa Bay Times WINNER OF 12 PULITZER PRIZES, The Washington Post, Chicago Tribune, Government Executive Media Group, DiversityGlobal Magazine

TAME TO BELONG

©

T

Talk Your Way Out of
Imposter Syndrome

A

Accentuate the Positive

M

Modulate Your Inner Critic

E

Establish Healthy
Response to Failure

When poll is active, respond at pollev.com/michelleros670

Text **MICHELLEROS670** to **22333** once to join

How frequently do you doubt your own abilities?



Most of the
time

Sometimes

Never

Powered by  **Poll Everywhere**

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

What is Imposter Syndrome?

→ The persistent [inability](#) to believe that one's success is [deserved](#) or has been [legitimately](#) achieved as a result of one's own efforts or skills.

→ The term, Imposter Syndrome, was coined by two psychologists, Drs. Clance and Imes, in the late 1970s after spending years counseling highly accomplished professors, administrators, and students, who were extremely concerned with being exposed as a fraud



🌐 When poll is active, respond at pollev.com/michelleros670

📱 Text **MICHELLEROS670** to **22333** once to join

How often to you attribute your accomplishments to luck or other factors?



Most of the time

Sometimes

Never

Powered by  **Poll Everywhere**

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

Types of imposter syndrome



SUPERHERO

Overwork to make up for how inadequate they feel.



NATURAL GENIUS

Set exceedingly high goals, feel crushed when they don't meet them.



EXPERT

Never satisfied with their level of understanding, always trying to learn more



PERFECTIONIST

Never completely happy with their work, fixated on their flaws instead of their strengths



SOLOIST

Prefer to work alone, won't ask for help for fear of appearing weak or incompetent.



If you could name your Imposter Syndrome, what name would you give it?



IMPOSTER SYNDROME LANDSCAPE



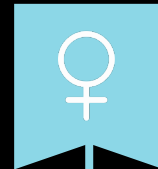
70%

of respondents to a Journal of Behavioral Science survey said they had experienced imposter syndrome in their life



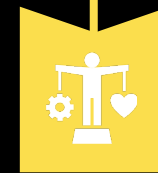
50%

of those. respondents reported that imposter syndrome had a negative impact on their job satisfaction.



75%

of female executives reported they have experienced imposter syndrome



50%

of those women said they're working moms who have an unhealthy work-life balance due to feelings of guilt



HOW MUCH IS **IMPOSTER SYNDROME** COSTING YOUR COMPANY?

Employee Turnover

is costing companies up to \$1 trillion dollars each year
Gallup

Burnout

is costing employers 30% of an employees annual salary
Forbes

Disengagement

is costing companies \$400-500 Billion each year
Gallup

Lost productivity

is costing employers 34% of an employees annual salary
Forbes

Job Stress

is costing US companies more than \$300 billion a year in health costs, absenteeism and poor performance.
University of Massachusetts

BELONGING

**"IMPOSTER
SYNDROME IS A
THIEF OF JOY AND
A HINDRANCE TO
SUCCESS.
BELONGING IS THE
KEY THAT
UNLOCKS THE
DOOR TO BOTH"**



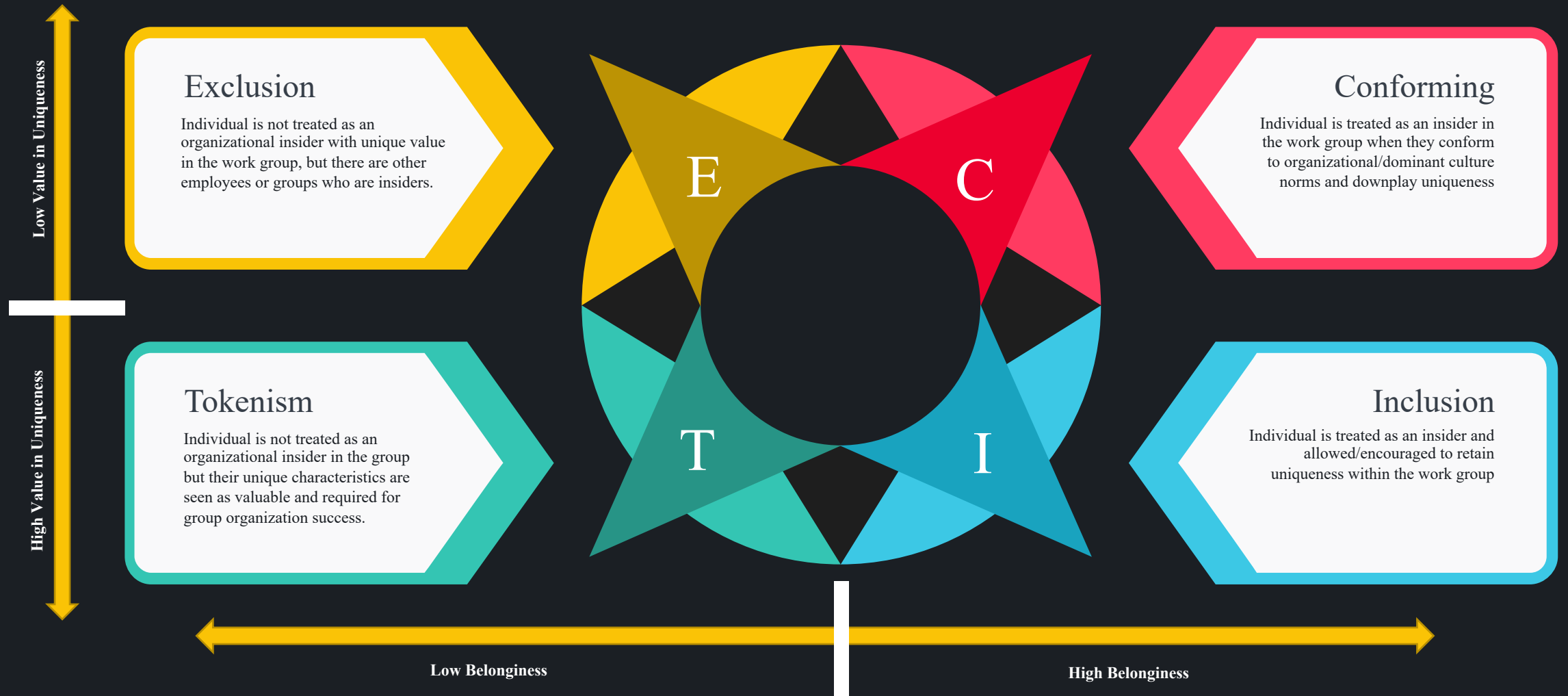
UNIQUENESS

BELONGING

THE TWO DIMENSIONS OF INCLUSION



At the Intersection of Belonging & Uniqueness



THE VALUE OF BELONGING AT WORK

by Evan W. Carr, Andrew Reece, Gabriella Rosen Kellerman, and Alexi Robichaux



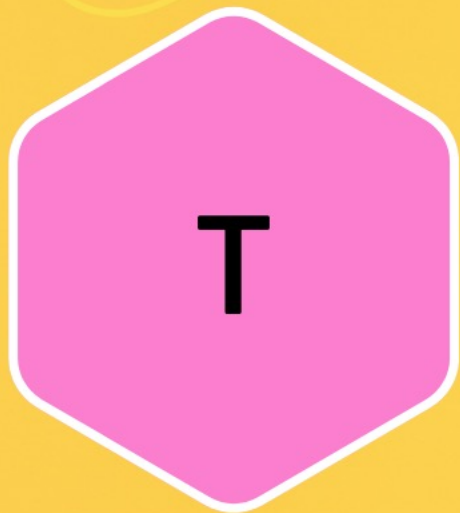
In one word, describe what **Belongingness** means to you



**YOU BELONG
HERE**

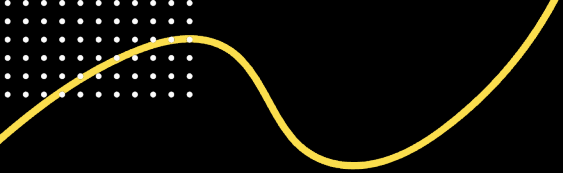
Powered by  **Poll Everywhere**

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app



Talk your
way out of
Imposter
Syndrome





Why talk about your Imposter Syndrome



Validation and
normalization

Share coping strategies



Perspective and
reframing



IMPOSTER SYNDROME THOUGHTS

I had connections

I lucked out

If I can do it, anyone can

I had a lot of help

They're just being nice

I made it up as I went

REFRAINED THOUGHTS

I deserve to be here

I worked hard to get here

I have unique talents and abilities

I'm surrounded by people who believe in
me

I'm a talented person worthy of credit
and praise

I worked hard to become an expert

🌐 When poll is active, respond at pollev.com/michelleros670

📱 Text **MICHELLEROS670** to **22333** once to join

How often to you attribute your accomplishments to luck or other factors?



All the time

Sometimes

Never

Powered by  **Poll Everywhere**

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app



Provide a Safe
and
Supportive
Environment



#ATiyATi

SEEING

Us



AT&T

Latinx Leadership
Collective





AT&T

Grassroots Efforts

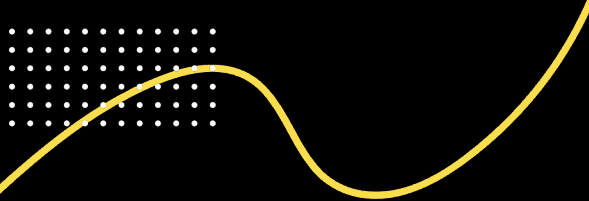
- Built an internal speaker platform (HOLA Speakers) with over 60 leaders easily accessible for internal and external speaking opportunities.
- Created a community and distribution mechanism to share job postings and expand our pipeline resource for open positions in our organization.
- Supported and sourced recommendations of rising frontline Latino talent into internal and external talent development programs and sponsorship events.
- Acted as a talent agent for podcasts, videos, social media events, national online network events, panel discussions, news stories, and more.
- Operated as strategic advisors to our HACEMOS Employee Resource Group and associated programmatic talent development efforts.
- Supported the launch of [ATiYATi](#) by one of our own Latinx Leadership Collective members.
- Created a Financial Flexibility education series with human resources and our third-party 401K administrator to improve Latino financial literacy.
- Advocated and secured funding for our Latino community amid the pandemic last year. Almost \$800,000 was invested into our community for economic empowerment, health, and education matters.





Accentuate
the
Positive



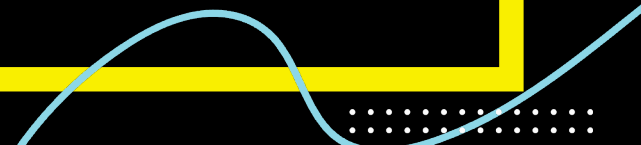


How to focus on
the positive
when you feel
like an Imposter

Practice gratitude

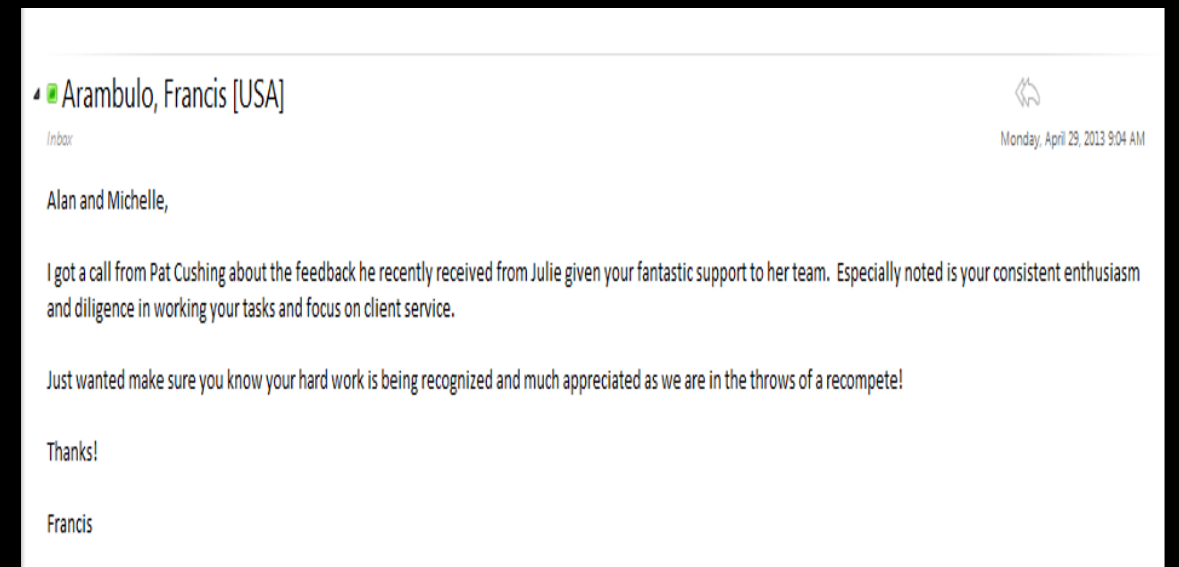
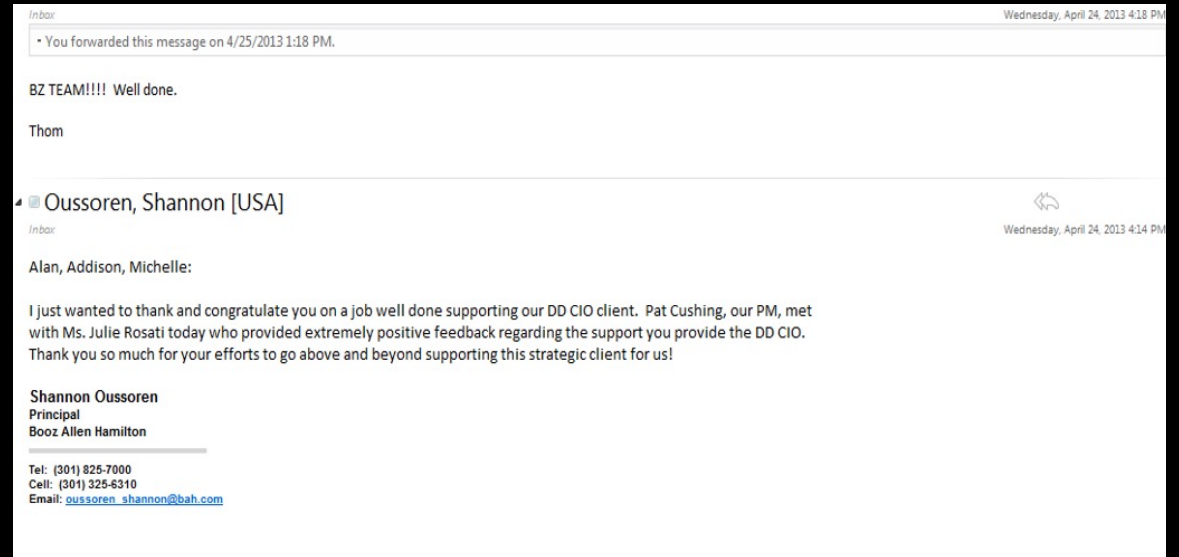
Celebrate your
accomplishments

Leverage your
Imposter Syndrome
skills



✓ Keeping a record
of Thank you
notes or Bravo
Zulus

✓ Frequently update
your resume with
recent
accomplishments



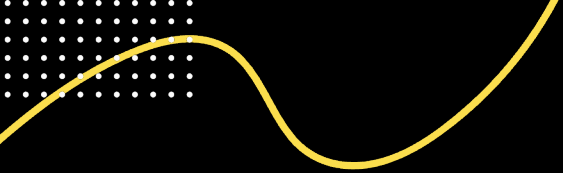


Provide
Meaningful
Feedback and
Recognition



Modulate Your Inner Critic






Why you
need to talk
to your
inner critic

Identify your inner
critic by name.

Don't silence your inner
critic.

Set parameters with
your inner critic





Disarm your inner critic by asking it these questions:

1. What is the name of your inner critic?
2. When was the first time you appeared in my life?
3. Where do you come from?
4. What do you want me to learn from you?
5. How can I show compassion to my inner critic?

02:00

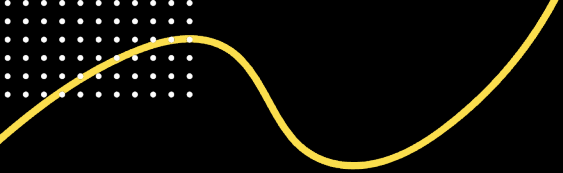


Challenge
Negative
Self-Talk



E

**Establish
Healthy
Response to
Failure**



How to be comfortable with failure

Recognize that failure is
a natural part of the
learning process

Practice self-
compassion

Learn from your
mistakes



1. Reflect on a recent failure where you didn't achieve the desired outcome or made a mistake:

- What were the factors that contributed to this failure?
- How did this failure affect me emotionally, mentally, or professionally?
- What aspects were within my control, and what were beyond my control?

2. Identify growth opportunities:

- What skills, knowledge, or insights have I gained as a result of this failure?
- How has this failure helped me become more resilient or adaptable?
- What changes can I make in my approach or strategies based on what I've learned?



02:00



Embrace a
Growth
Mindset

INDIVIDUAL

Talk Your Way Out of Imposter Syndrome

Find a trusted friend or mentor to confide in and share your feelings of imposter syndrome.

Accentuate the Positive

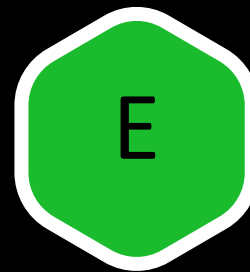
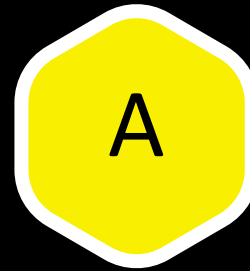
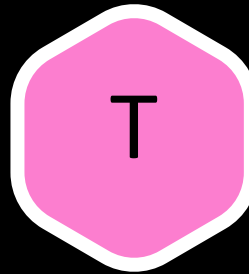
Keep a record of your successes and accomplishments to remind yourself of your achievements.

Modulate your Inner-Critic

Listen to the inner critic's voice with kindness and compassion and discern what's true and not true

Establish Healthy Response to Failure

Recognize that failure is a natural part of the learning process and an opportunity for growth and improvement.



ORGANIZATION

Provide a Safe and Supportive Environment

Foster a culture of psychological safety where team members feel comfortable expressing their concerns and discussing their self-doubts.

Provide Feedback and Recognition

Regularly provide constructive feedback that acknowledges and highlights the strengths and achievements of team members. Celebrate successes and publicly recognize their accomplishments.

Challenge Negative self-Talk

Help team members identify and challenge their negative self-talk and self-limiting beliefs. Encourage them to reframe their thoughts and focus on their strengths and achievements. Provide reassurance and remind them of their capabilities.

Embrace a Growth Mindset

Be mindful of setting realistic expectations that challenge team members without overwhelming them. Help them understand that perfection is not necessary and that mistakes and setbacks are part of the learning process.



Share Some LOVE

To Access ALL resources including a full copy of the presentation please take two minutes to share your feedback.

1. Scan this QR code



or go to talk.ac/joeyaviles

2. Enter this code on the screen

SHRM2

Let's stay in touch!



www.migueljoeyaviles.com



MJA@migueljoeyaviles.com



[migueljoeyaviles](https://www.linkedin.com/in/migueljoeyaviles)



[michelleerosa](https://www.linkedin.com/in/michelleerosa)



202-855-4727



TAME TO BELONG

©

f the presentation
k.

1. Scan the



or go to [tame.to](#)

Welcome to Your Exclusive Free Resources Site

We have created this special site to jumpstart our collaboration. We have decided to give away some of the tools that have made a tremendous impact in our journey. We hope you find as much value as we did. As you review and access the files, remember we are a resource for your keynote & training needs.

Share Some LOVE HERE: Code SHRM1

Free Resources:

- ☀️ [Download the Belonging Presentation here](#)
 - ☀️ [TAME to Belong Scorecards](#)
- ### Articles:
- ☀️ [The Dangers of Feeling like a Fake](#)
 - ☀️ [The Authenticity Paradox](#)
 - ☀️ [Stop Telling Women They Have Imposter Syndrome](#)

- ☀️ [Everyone Suffers From Imposter Syndrome: Here's How to Handle It](#)
- ☀️ [How High Achievers Overcome Their Anxiety](#)
- ☀️ [Gravitas is a quality you Can Develop](#)

Books:

SHRM23

BELONGINGNESS:
THE ANTIDOTE TO WORKPLACE
IMPOSTER SYNDROME

T A M E

by
JOEY AVILÉS & MICHELLE ROSA
GLOBAL KEYNOTE SPEAKERS

e on the

2

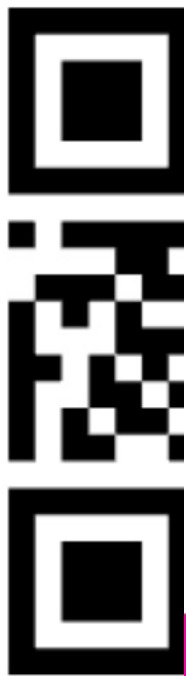
[migueljoeyaviles](#)

[michelleerosa](#)

202-855-4727



1. Scan



or go to talk.ucf.edu/joeyaviles

TAME TO BELONG

1. Self-Doubt: Frequent questioning of your abilities and persistent feelings of being inadequate or unqualified.
a. Mild: Occasional doubts that can be managed with self-reflection and support.
b. Moderate: Regular doubts that affect confidence and require conscious effort to overcome.
c. Severe: Constant self-doubt that significantly hinders productivity and well-being.
2. Perfectionism: Setting unrealistically high standards for yourself and feeling like a failure when you fall short.
a. Mild: Striving for excellence but able to accept reasonable levels of imperfection.
b. Moderate: Demanding near-perfection and experiencing distress when expectations are not met.
c. Severe: Extreme perfectionism leading to excessive stress, burnout, and a constant fear of failure.
3. Fear of Evaluation: Persistent anxiety and fear of being exposed as a fraud when your work is evaluated by others.
a. Mild: Occasional nervousness or concern about feedback but able to manage it effectively.
b. Moderate: Regular fear and discomfort in situations requiring evaluation or feedback.
c. Severe: Overwhelming fear and avoidance of any situation involving evaluation or criticism.
4. Discounting Achievements: Minimizing or dismissing your accomplishments and attributing success to luck or external factors.
a. Mild: Occasionally downplaying achievements but recognizing personal contributions.
b. Moderate: Frequently undervaluing achievements and struggling to internalize success.
c. Severe: Consistently dismissing accomplishments and feeling unworthy of recognition or praise.
5. Overworking and Overpreparing: Engaging in excessive work or preparation to compensate for perceived inadequacy.
a. Mild: Occasional tendencies to overwork or overprepare but with awareness and self-regulation.
b. Moderate: Regularly working excessively or obsessively preparing to alleviate imposter feelings.
c. Severe: Chronic overworking and excessive preparation that negatively impacts well-being and relationships.
<small>**The above rate card is a conceptual tool to help assess the severity of imposter syndrome symptoms. It is not a diagnostic tool and should not replace professional assessment or guidance.</small>

The Imposter Syndrome Scorecard

Use this Scorecard to see if you suffer from mild, moderate or severe imposter syndrome. This scorecard is meant to give you a general idea of your level of imposter syndrome, not an official diagnosis.

Instructions:

Select the answer that best describes your feelings of imposter syndrome for each of the 5 statements

Results:

- 3 or more a's: mild imposter syndrome
- 3 or more b's: moderate imposter syndrome
- 3 or more c's: severe imposter syndrome

TAME TO BELONG

@MIGUELJOEYAVILES @MICHELLEEROSA

the presentation

on the



migueljoeyaviles
 michelleerosa
 202-855-4727



TAME TO BELONG

1. Scan t



1. Inclusion: The extent to which individuals feel welcomed, valued, and included within the organization.
High: A culture that actively promotes diversity, equity, and inclusion, where individuals from all backgrounds feel respected and included.
Moderate: Some efforts towards inclusion, but areas for improvement in fostering a more inclusive environment.
Low: Limited or ineffective efforts to create an inclusive culture, resulting in individuals feeling excluded or marginalized.
2. Psychological Safety: The degree to which individuals feel safe to express their ideas, take risks, and be themselves without fear of negative consequences.
High: A culture that encourages open communication, respects diverse perspectives, and fosters a sense of trust and safety among team members.
Moderate: Some elements of psychological safety exist, but there are areas where individuals may hesitate to speak up or take risks.
Low: A lack of psychological safety, with individuals feeling afraid to voice their opinions or share their authentic selves due to potential negative outcomes.
3. Sense of Belonging: The level of connection and acceptance individuals feel within their teams and the broader organizational community.
High: Individuals feel a strong sense of belonging, being valued for their unique contributions and experiencing a supportive network of colleagues.
Moderate: Some sense of belonging exists, but there are opportunities to enhance connections and foster a greater sense of community.
Low: Limited sense of belonging, with individuals feeling isolated or disconnected from their colleagues and the organization as a whole.
4. Opportunities for Collaboration: The availability of collaborative spaces, projects, and initiatives that facilitate teamwork and foster a sense of belonging.
High: Ample opportunities for collaboration, including cross-functional teams, collaborative projects, and a culture that values teamwork.
Moderate: Some collaborative opportunities exist, but there is room for improvement in creating more inclusive and collaborative environments.
Low: Limited or insufficient opportunities for collaboration, hindering the development of a sense of belonging and collective success.
5. Supportive Leadership: The extent to which leaders demonstrate empathy, provide support, and actively foster a culture of belonging.
High: Leaders who prioritize employee well-being, demonstrate empathy, and actively promote a sense of belonging through their actions and decisions.
Moderate: Some leadership support exists, but there is room for improvement in terms of demonstrating inclusive leadership behaviors.
Low: Lack of supportive leadership, with leaders who do not prioritize or actively foster a culture of belonging, resulting in negative impacts on employee well-being.
<small>**The above scorecard provides a framework for assessing key dimensions of belongingness within an organization. It serves as a tool for evaluation and reflection. To obtain a comprehensive understanding of an organization's belongingness, it is recommended to gather data through surveys, interviews, and ongoing feedback mechanisms.</small>

The Belongingness Scorecard

Use this Scorecard to see if your organization has high, moderate or low belongingness levels.

Instructions:

Select the answer that best describes your organization's level of belongingness for each of the 5 statements

Results:

- 3 or more high's: high belongingness
- 3 or more moderate's: moderate belongingness
- 3 or more low's: low belongingness

e presentation

n the



migueljoeyaviles
michelleerosa

TAME TO BELONG

@MIGUELJOEYAVILES @MICHELLEEROSA

or go to taik.ac/joeyaviles

migueljoeyaviles.com

202-855-4727





TAME TO BELONG[©]

CONNECT WITH US



JOEY AVILÉS & MICHELLE ROSA
GLOBAL KEYNOTE SPEAKERS

www.migueljoeyaviles.com/shrmbelonging

