

Confronting Perfectionism and Imposter Syndrome

A small green seedling with five leaves growing out of a crack in dark asphalt.

A REFLECTIVE GUIDE FOR PROFESSIONALS

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Welcome

This guide invites you to reflect, strategize, and take small steps toward unlearning patterns that no longer serve you. You are not alone—and you don't have to do this perfectly.



Awareness & Reflection

- What career transitions or events tend to activate your perfectionism or imposter syndrome?
- How does your workplace culture reinforce or challenge these patterns?
- Who can support you—and how?

WRITE IT OUT:

Recognizing Your Current Cycle

Where are you today?

Check one or more:

- Generative: Energized and loving the challenge
- Recovering: Overwhelmed, adapting to change
- Uncertain: Navigating something new

Reflection Prompts:

- How is perfectionism showing up in this cycle?
- What situations tend to trigger it for you?
- How have you adapted in the past?

WRITE IT OUT:

Maximize What's Working

“What you pay attention to grows.”

- What are your core strengths?
- Where do you feel more confident and easeful?
- What work lights you up?
- What values guide your leadership or contributions?

WRITE IT OUT:

Growth-Mindset Self-Talk

Use these affirmations and strategies:

- I don't have to be perfect to be impactful.
- A positive outcome is possible—even in small steps.
- My presence and effort are valuable.
- I belong, even when I'm learning.

Your Personalized Self-Talk:

Write three supportive thoughts you want to practice:

Perfectionism Hacks

Try these strategies this month:

- Normalize it: Talk about it with a trusted peer
- Practice: “Oops! That slipped. Thanks for the reminder.”
- Say no with intention
- Focus on your zone of genius
- Collaborate and delegate
- Practice patience over perfection

What will you try first?

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Your support team:
Who can you turn to for:

- Practice conversations
- Co-working
- Emotional support
- Confidence boosts

Who can you turn to for:

- List your allies:**

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Back to You

- What patterns do you notice in yourself lately?
- Where do you need compassion instead of pressure?
- Are you doing more than your role requires—why?
- What conversations or shifts could help?

Resources:

List any supports you're open to:

- Coaching
- Therapy or EAP
- A values-aligned peer group
- Boundary practice
- Self-advocacy and negotiation tools



Resource List

RECOMMENDED READING:

- **RAJANI KATTA, DON'T LET PERFECTIONISM SLOW YOU DOWN**
- **BRENÉ BROWN, THE GIFTS OF IMPERFECTION**
- **JENNY VAZQUEZ-NEWSUM, UNTAPPED LEADERSHIP**
- **JESSICA BENNETT, FEMINIST FIGHT CLUB**
- **MINDA HARTS, THE MEMO**
- **KATTY KAY & CLAIRE SHIPMAN, THE CONFIDENCE CODE**

Let's Stay Connected

- Visit: www.jodivandenberg-daves.com
- Join the email list for insights and updates
- Work with Jodi: Coaching, speaking, or leadership cohorts
- Explore Unlocking Your Leadership Potential, an online women's leadership intensive.

