

A smiling woman with curly hair, wearing a light-colored shawl, is the central focus of the image. The background is a blurred outdoor setting with trees and a path.

Imposter Syndrome Assessment Tool

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The Imposter Syndrome Assessment Tool is designed for coaches to help individuals identify their feelings and behaviors associated with imposter syndrome. This checklist serves as a tool for reflection and awareness, enabling clients to better understand their mental and emotional experiences related to imposter syndrome.

By using this assessment with your clients, you will:

1. Help you identify key Imposter Syndrome indicators in your clients
2. Start initial client sessions by asking more targeted questions
3. Immediately foster a supportive environment where clients feel seen and understood

Through this approach, you can address your client's self-doubt and sense of inadequacy, providing a strong foundation for your coaching work together.

When to use this tool?

This tool is best used at the start of a coaching engagement, to help you identify if these traits are signs of imposter syndrome, allowing for more tailored support and goal-setting.

Imposter Syndrome Quick Assessment/Checklist

Use the checklist below to start a conversation with your client and explore whether they might exhibit signs of imposter syndrome. Some clients will already have the self-awareness of dealing with imposter syndrome, but for those who might not, this checklist can help in drawing it out and starting a conversation on how to best address it.

You can use this checklist as pre-work or homework for your client, and go through it together in one of your sessions.

If your clients responds with “TRUE” to five or more of the statements below, it’s likely that they are struggling with imposter syndrome.

- ☐ I fear being exposed as a fraud or inadequate.
- ☐ I attribute success to one of four things – luck, mistake, overwork or a relationship.
- ☐ I consistently discount praise or compliments.
- ☐ I feel afraid or guilty about success.
- ☐ I fear failure or making mistakes.
- ☐ I don’t internalize success.
- ☐ I often engage in people-pleasing.
- ☐ I am a perfectionist.

☐

I overestimate others and underestimate myself.

☐

I don't feel intelligent.

☐

I overwork or self-sabotage to cover feelings of inadequacy.

☐

I identify myself as being primarily hardworking, especially at work.

☐

I approach authority figures looking for external validation.

Based on the results of the assessment, you may need to start a conversation with your client about the imposter syndrome and how to address it. In the Coaching Imposter Syndrome Masterclass, we'll talk about a basic definition and some phrases you can use with a client to help them understand more about what they're dealing with, how to normalize it and what steps to take to overcome it effectively and quickly.