

# Imposter Phenomenon Project

## 1. Introduction

Swan Consulting Group, Inc.

Please read and answer the statements below as you think about yourself in the workplace. Go with your first response! Your answer may change if you spend time thinking through many instances and situations, and we're interested in your initial thoughts. An asterisk beside the question indicates a response is required.

The goal of this project is to understand the Imposter Phenomenon better and to develop coaching methods to assist individuals in overcoming it. Your information will remain confidential. The only exception to this is in the event you provide express written consent allowing secondary disclosure.

## 2. Item 1

\* I can give the impression that I'm more competent than I really am.

Always

Frequently

Sometimes

Rarely

Never

## 3. Item 2

\* I worry about not succeeding with a project or an evaluation, even though others around me have confidence that I will do well.

Always

Frequently

Sometimes

Rarely

Never

## 4. Item 3

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\* I avoid or shy away from challenges, even though I have been successful in similar situations in the past.

Always

Frequently

Sometimes

Rarely

Never

## 5. Item 4

\* I don't do projects as well as I would like.

Always

Frequently

Sometimes

Rarely

Never

## 6. Item 5

\* I use words like "luck," "timing," and "breaks," rather than "smart," "capable," and "competent" when defining my own success.

Always

Frequently

Sometimes

Rarely

Never

## 7. Item 6

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\* I set my own standards, and don't see myself as meeting them.

Always

Frequently

Sometimes

Rarely

Never

## 8. Item 7

\* I worry that my boss and/or my colleagues will discover that I don't know what I am doing.

Always

Frequently

Sometimes

Rarely

Never

## 9. Item 8

\* I feel like I am 'faking it' at work.

Always

Frequently

Sometimes

Rarely

Never

## 10. Item 9

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\* Even when I get positive feedback, I interpret it to mean that I need to perform better.

Always

Frequently

Sometimes

Rarely

Never

## 11. Item 10

\* I try to do things perfectly, with no mistakes.

Always

Frequently

Sometimes

Rarely

Never

## 12. IP Survey End Question

Thank you for taking the time to complete the IP survey sponsored by Swan Consulting Group, Inc. We value your input. As our thank you, all respondents who provide email addresses will receive a complimentary copy of our survey findings. In addition, you will be receiving a list of IP print resources.

In order to gain additional insight about your IP experiences, we would like the opportunity to contact you directly. By completing the form below, you are willing to be interviewed further by one of our team members.

Your information will remain confidential. The only exception to this is in the event you provide express written consent allowing secondary disclosure.

\* Name:

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\* Work Title:

\* Gender:

Is it okay for us to contact you by phone? (Y or N):

If we are contacting you by phone, may we leave our name and Swan Consulting with a return phone number? (Y or N):

Preferred phone number (please include area code):

\* Preferred email address:

Frequency with which you check email at this address:

\* Best times to reach you:

Questions or Comments: