

The Evidence Log

For the feeling that you are about to be found out

Imposter feelings, first described by the psychologists Pauline Clance and Suzanne Imes in 1978, are the persistent sense that your success is down to luck or timing, and that sooner or later you will be found out. They are common in capable people, and particularly common after a promotion, a new role or any first.

The feeling is not evidence. This worksheet helps you notice it, and gives you something more reliable to look at instead.

IF SOMEONE NEEDS HELP NOW

If there is an immediate risk to life, call **999**. Samaritans are available free, 24 hours a day, on **116 123**. In England, NHS 111 (option 2) connects to an urgent mental health service.

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Which form does it take for you?

Valerie Young describes five common patterns. Most people recognise one or two. Tick any that fit.

PATTERN	WHAT IT SOUNDS LIKE
The Perfectionist	"If it is not flawless, it does not count."
The Expert	"I need to know everything before I can call myself competent."
The Soloist	"If I needed help, it was not really my achievement."
The Natural Genius	"If I have to work hard at it, I must not be good at it."
The Superhero	"I should excel in every role, at work and at home."

Signs the pattern is costing you:

- Over-preparing, or putting things off until the last minute.
- Brushing off praise, or crediting luck or other people.
- Not applying for roles unless you meet every criterion.
- Avoiding asking questions in case it shows you do not know.

Build your evidence log

Keep this going for a month. Write things down on the day, because imposter feelings are very good at rewriting the past.

DATE	WHAT I DID OR ACHIEVED	FEEDBACK I RECEIVED	WHAT IT SAYS ABOUT MY ABILITY

EXERCISE

When the feeling arrives

1. What is the feeling telling me right now?

2. What does my evidence log say instead?

3. What would I say to a colleague who felt this way, with my record?
