THE MENTORSHIP
BOARDROOM

MODULE 3/10
IMPOSTER SYNDROME

WORKBOOK 3



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IMPOSTER SYNDROME

PURPOSE OF THIS LESSON
Imposter syndrome is not a confidence problem.
It is a perception gap between how you see yourself and how the room sees you.

You are already in the room.

But internally, you are negotiating your right to be there.

This lesson helps you:

Close the gap between internal doubt and external evidence
Build self-trust under pressure
Show up with grounded authority – not performance

CORE PRINCIPLE
You don’t overcome imposter syndrome by becoming more.

You overcome it by:
accepting evidence you already have.

LESSON 1: THE HIDDEN COST OF DOUBT

Imposter syndrome doesn’t show up as fear.

It shows up as:

Over-preparing
Over-explaining
Playing smaller than your role
Deferring when you should decide
Waiting for validation you don’t need

The risk is not how you feel.

The risk is how you behave because of it.

REFLECTION & WRITE-IN
1. Where does imposter syndrome show up for me most?

_____

_____

2. What do I do differently in those moments?

_____

_____

3. What opportunities might I be shrinking without realising?

_____

_____

LESSON 2: EVIDENCE VS EMOTION

Your mind tells stories.
Your career leaves evidence.

The problem:
You trust the story more than the proof.

THE SHIFT

Emotion says:
“I’m not ready.”

Evidence says:
“You’ve done this before.”

EXERCISE: BUILD YOUR EVIDENCE BANK

List real, objective proof of your capability:

- 3 achievements
- 2 difficult situations you handled
- 1 moment you exceeded expectations

1. _____
2. _____
3. _____

4. _____
5. _____

6. _____

LESSON 3: THE PERCEPTION GAP

There are two versions of you:
1. Internal You - How you feel
2. External You - How others experience you

The gap between these two is where imposter syndrome lives.

REFLECTION & WRITE-IN

1. How I see myself:

_____

_____

2. How others likely experience me:

_____

_____

3. What feedback have I received that contradicts my self-doubt?

_____

_____

You are not being judged on your internal dialogue.
You are being judged on your observable behaviour.

LESSON 4: BORROWED AUTHORITY VS OWNED AUTHORITY

Many professionals operate on borrowed authority:

- Title
- Manager support
- Team backing
- Brand name

But imposter syndrome appears when those are removed.

OWNED AUTHORITY IS BUILT FROM:

- Clarity of thinking
- Quality of decisions
- Consistency of execution
- Calm under pressure

REFLECTION & WRITE-IN

1. When I am at my best, I:

_____

_____

2. My natural authority comes from:

_____

_____

LESSON 5: THE 3 BEHAVIOURAL SHIFTS

You don’t eliminate imposter syndrome.
You outgrow its impact through behaviour.

SHIFT 1: FROM HESITATION → DECISION

Instead of:
“I think maybe…”

Say:
“My recommendation is…”

SHIFT 2: FROM EXPLAINING → ASSERTING

Instead of:
Over-justifying

Say:
“This is the direction and here’s why.”

SHIFT 3: FROM WAITING → STEPPING IN

Instead of:
Waiting to be asked

Do:
Offer your perspective early

WRITE-IN

One behaviour I will change immediately:

_____

_____

LESSON 6: REDEFINING CONFIDENCE

Confidence is not: Feeling ready

Confidence is: Acting despite internal resistance

NEW DEFINITION
Confidence = Clarity + Decision + Action

REFLECTION & WRITE-IN
1. Where am I waiting to feel ready?

_____

_____
2. What would action look like without that feeling?

_____

_____

LESSON 7: YOUR NEW OPERATING STANDARD

Imposter syndrome thrives in:

- Uncertainty
- Silence
- Isolation

It weakens in:

- Clarity
- Action
- Evidence

COMMITMENT
From this lesson forward, I will:
Trust: _____
Stop: _____
Start: _____

TASKS – EXECUTE THIS WEEK

1. Write your Evidence Bank
2. Identify 1 moment where you normally shrink
3. Replace it with 1 intentional behaviour shift
4. Capture 1 win (no matter how small)
5. Repeat

The room is not asking whether you feel ready.
It is asking what you came to contribute.

Yolanda Cuba

ADDITIONAL REOURCES

Yolanda Cuba MentorGPT



I build decisive leaders – not followers.
This is your thinking partner: it challenges how you decide, not what to think.

Use it to:

- Challenge assumptions with first-principles prompts
- Stress-test choices before you commit
- Clarify priorities when trade-offs bite

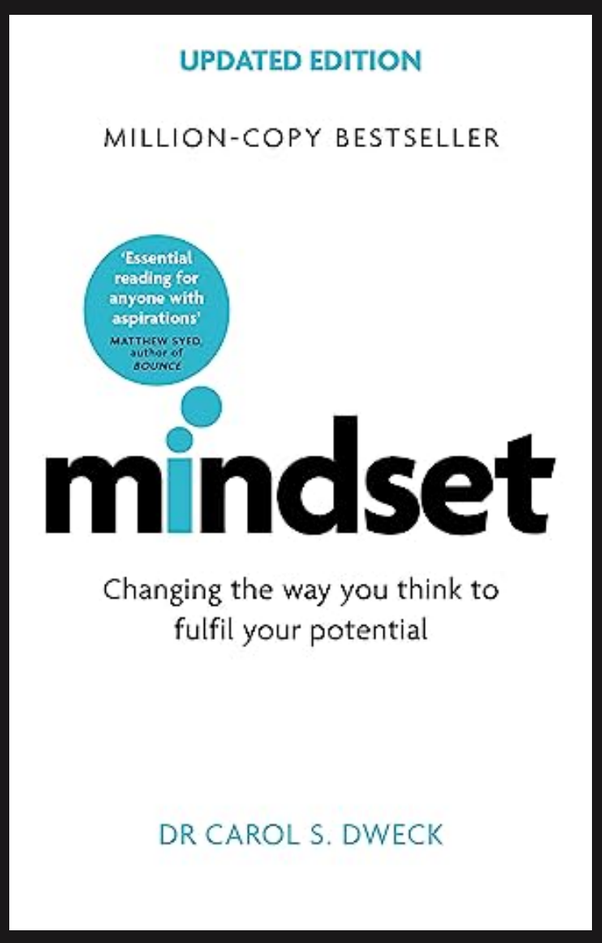
What it's not: motivation.
It's a space to slow down, raise your standards, and tighten execution – with people-first judgment and calculated risk at the core.

Lead sharper. Decide better. Execute consistently.

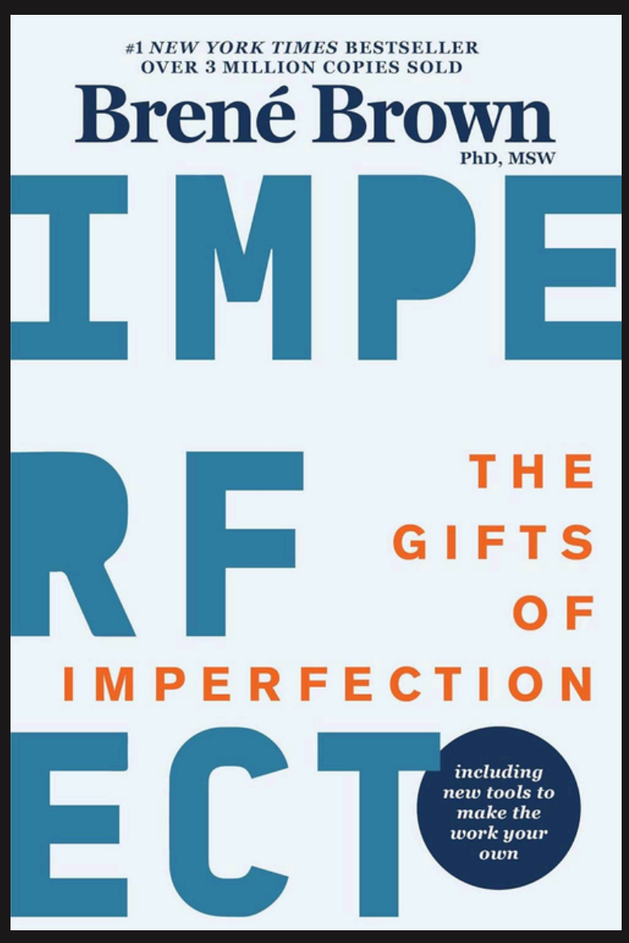
Access the Yolanda Cuba MentorGPT here.

BONUS READING

You don't outgrow imposter syndrome by working harder.
You outgrow it by thinking differently, and reading upgrades how you think.



Mindset – for shifting from proving your worth to building it, so you operate from growth, not self-doubt.



The Gifts of Imperfection – for releasing the need to perform for approval and building the self-trust that makes you credible.

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