

Welcome back. In this third webinar, we'll explore counteracting imposter syndrome. As always, focus on what works for you, focus on what connects for you, focus on what you can learn and integrate as you move forward and let the rest go. And know that there is space in the reflections document to add your ideas about this throughout these webinars.

There are many benefits in counteracting imposter syndrome beliefs about yourself. These are just a few included by Hibberd (2019, p. 17) as well as Brené Brown:

Counteracting imposter syndrome gives you more mental space without the drain of second guessing yourself.

It increases your self compassion, which is “the perfect antidote to the self-critical and perfectionist thinking that can lead to stress, anxiety and depression” (Hibberd, 2019, p. 17), and which we'll also discuss as one of the ways to counteract imposter syndrome in a moment.

Counteracting imposter syndrome can help us transition from a fixed to a growth mindset. As it reads on the slide: “When you accept mistakes and failure as normal and see them as an opportunity to learn, grow and increase resilience, you will find it much easier to let them go” (Hibberd, 2019, p. 17).

In addition, you'll find the strength in vulnerability (Hibberd, Brown) and you'll get to enjoy life more. It is so much easier to embrace relationships and opportunities when you aren't constantly doubting yourself and overworking. And when you embrace life in this way, you can truly discover how phenomenal you are.

So, there are many benefits to counteracting imposter syndrome - but what if you really ARE an imposter? Hint: You aren't.

In our May book club on *The Lightmaker's Manifesto: How to Work for Change without Losing Your Joy* by Karen Walrond (2021), she includes a story that reminds us that “You have evidence to suggest otherwise...” (pp. 24-25). Dr. Hibberd (2019) echoes this thought and reminds us that “You need to listen to your feelings, but do not treat them as more important than all other information. It's important to use your head and your heart” (p. 50). In the second part of her book, *The Imposter Cure: How to stop feeling like a fraud and escape the mind-trap of imposter syndrome*, Hibberd encourages us to use both - along with FACTS - the evidence from our own lives and the evidence from her clinical practice and the psychological research - to really explore our feelings, thought patterns, and beliefs to understand why they need to be changed as we move forward.

As I mentioned in the last webinar, we all feel some anxiety and discomfort when we try or start something new. Dr. Hibberd (2019) writes, “The reality is that these things are difficult for everyone; we all feel uncertain of ourselves at times, but imposters misinterpret this rather than recognizing it as normal and part of being human” (p. 51). “No one is one top of everything (including me) and there is so much overlap in people's insecurities and fears. Rather than making us different, this is part of what makes us

human. I want you to see this too and realize that you are more than good enough exactly as you are” (Hibberd, 2019, p. 110).

Music therapist Dr. Tracy Richardson affirms this in her 2019 book *Who moved my cape?! Letting Go of Your Superwoman Expectations*, writing “Feeling like a fraud is an irrational (yet completely normal) fear that many people experience, especially when they are in a new job or facing a new challenge. Recognize it for what it is and don’t accept it as reality” (p. 23).

This is why I believe it is important within this community that we discuss and normalize these feelings. Even after all this time, I still feel like an imposter sometimes. When Minnesota Public Radio asked me to be part of a panel on the therapeutic power of music, I was incredibly anxious. Inside my mind, I felt like an imposter, like maybe I should refer them to someone else.

And I also kept telling myself that those feelings are normal and I did it anyway. Life is not binary. We are living in the and y’all, and “insecurity and confidence are not separate but intertwined” (Hibberd, 2019, p. 17). Dr. Hibberd (2019) writes, “Confidence and insecurity are more like a circle, feeding into and leading on to each other” (p. 149).

It is important to honor our feelings, and we also need to make sure that we are taking into account past experiences and facts rather than letting our feelings affect our thoughts and ultimately, our behaviors. In my case, I kept telling myself how much experience I had in this area, and I made some notes so that I would have the main points handy in case my brain needed help with word finding. I was still anxious, and I did what I could to complete those stress cycles, and I kept counteracting my negative thoughts with positive self talk, reminding myself that the physiological responses to anxiety and excitement are very similar and that part of why I felt anxious was because I was excited and honored to be on that panel. Was it perfect? Nope. And there was a question or two that I wish I could have handled differently. And I made sure to make myself listen to the positive feedback from people I trusted and not just my own hyperjudgmental perfectionistic thoughts.

If you are still struggling to accept that you are actually not an imposter, I want to share with you some words of wisdom from Instagram that really resonated with me.

Nedra Tawwab (the author of our September book club book on boundaries) wrote:

“A little secret from a therapist:

If you’re invited to the table, someone sees your worth. Be present without asking ‘why me.’ You do not need to question your value when people show you how relevant you are. Imposter syndrome will reduce your ability to be present in spaces that you worked hard to get into. Stop minimizing your achievements by pretending that things happened out of nowhere.

Repeat After Me:

I am worthy because I am here.

I am worthy because of my dedication.

I am worthy because of what I've sacrificed to become who I am."

And, the post from Michell C Clark has a waterfall in the background and reads, "when you're nervous about stepping outside of your comfort zone, remind yourself: 'It feels scary because it's unfamiliar, not because i'm incapable.'"

These words are powerful - and changing aspects of our personalities or message we receive from our families of origin or evolutionary brain or oppressive systems will take more than some inspirational words.

As Dr. Hibberd writes, "...know that the solution is not as simple as just wanting to change. If it was that easy, you'd have let go of these feelings a long time ago.... You know from experience that further training or success will not change this. The only person who can change this is you" (p. 16).

As I mentioned in the second webinar, Dr. Hibberd dives deep into our beliefs, their function and impact, and why they are so hard to change, including a description of confirmation bias, which I believe is really important to understand. And this is included in that book that we'll explore together next month, *The Imposter Cure*. Again, I would encourage you to check out that book or other resources on this topic if you'd like to better understand this aspect of imposter syndrome.

For now, I just want to honor that our beliefs, particularly those connected with strong emotions, like many of those connected with imposter syndrome, are even more resistant to change.

And this is why Dr. Hibberd (2019) reminds us that "an idea is less persuasive than actual proof. And you're going to need proof. You've already been told many, many times that you're not an imposter and, so far, it has made zero difference" (p. 22).

So if you choose to explore her book with us next month, she strongly recommends trying out the different strategies. I will mention a few here and include her reflection questions for us in the resources for next month. And I would encourage you to take the time to put these into practice and actually experience the difference they can make. It takes time and repetition to change those neural pathways. And remember that what works for one person might be different than what works for another. And what works for you at one point or for one situation in your life might be different than what works for you at another point or in another situation.

Similar to how Karen Walrond (2021) reminds us to focus on the “evidence to suggest otherwise” (pp. 24-25), as we discussed a couple of slides ago, Dr. Hibberd encourages us to list the evidence to suggest that we are actually not an imposter.

Actually, take the time to write down all of your past successes and achievements, big and small. These might include tests or exams, and I have to give a shout out to those new MT-BCs in our community, jobs and promotions, compliments or words of affirmation, leadership roles, difficult situations you have overcome, successes in your personal life, and more. Don't leave anything out. If it comes to mind or heart, write it down. I've added space to start this process in your reflections documents for this month as well as next month.

Johnson and Smith (2019) also encourage this approach when mentoring individuals with imposter syndrome. And so for those of you supervisors in our community, it might be a great idea to try with your mentees as well.

And then imagine, as Dr. Hibberd invites you to: “If I told you someone else had done all these things. What would you think of them as a person?” (p. 86).

And keep this list. Read it every day and add to it. When thoughts and feelings of being an imposter come up, ask yourself: What is the evidence for this? What is the evidence against this? What else could be going on here? Do I have evidence that shows a different view? (Hibberd, 2019, p. 118).

Harvey and Katz (1985) suggest a similar approach, noting that “if you have objective evidence of success in what you're doing, you can see your feelings are probably part of the Imposter Phenomenon syndrome” (p. 211).

As Nedra Tawwab (2022) writes, “We have to remind ourselves that we are prepared and equipped to do the job we've been tasked with fulfilling. We may be uncomfortable because a new position or new phase of life is pushing us to new heights, but that doesn't make us imposters.... It may be outside of our comfort zone, but we are not imposters just because we are uncomfortable” (para. 8).

And it takes work, time and repetition to change confirmation bias. So make this a practice. Evidence can help.

Next, Dr. Hibberd writes that “[self-]compassion is key to overcoming imposter syndrome and it needs to be at the core of every strategy you undertake” (Hibberd, 2019, p. 123).

We know that self compassion has a lot of researched benefits (Neff, 2011), including greater wellbeing, including happiness and life satisfaction, higher levels of motivation, improved physical health including increased healthier behaviors like exercising, eating well, drinking less, and going to the doctor more, decreased symptoms of anxiety and depression, including decreased perseveration and rumination, which are common with imposter syndrome, and for many of us as well, better relationships and greater

personal responsibility for our actions(this includes being more likely to admit mistakes and apologize), deactivation of the threat defense system we discussed in the last webinar and activation of the care system, releasing oxytocin and endorphins, increased resilience for coping with stressful and traumatic life events and chronic pain (Neff, 2011), as well as increased resilience for learning and bouncing back from mistakes or setbacks (Hibberd, 2019, p. 125), and decreased compassion fatigue and burnout, and increased compassion satisfaction and selfcare. Dr. Kristin Neff (2011) writes, “When caregivers have self-compassion, they are also more likely to engage in concrete acts of self-care such as taking time off, sleeping more, and eating well.... Self-compassion is a way of emotionally recharging our batteries [or filling our cup!]. Rather than becoming drained by helping others, self-compassion allows us to fill up our internal reserves, so that we have more to give to those who need us” (Neff, 2011, p. 193).

Self compassion does not mean being self indulgent or focusing only on toxic positivity. It recognizes both our strengths and our areas for growth and helps us to be accountable while also accepting ourselves and giving ourselves grace for being human. Brené Brown (2010) also discusses “cultivating self-compassion” in order to “[let] go of perfectionism” (pp. 55-62) in her book *The Gifts of Imperfection* that we explored in an earlier book club.

Since compassion is the core of the strategies that Brené, Dr. Hibberd, and others encourage for counteracting imposter syndrome, let's explore it a little more deeply here. And remember that you can also access an entire content unit on self compassion via your dashboard.

Self compassion has three elements (Flaminio, 2021, November 15; Neff, 2011):

The first of the three components of self compassion is loving kindness towards ourselves or self-kindness, which Dr. Neff describes as “[being] gentle and understanding with ourselves rather than harshly critical and judgmental” (Neff, 2011, p. 41).

Self-kindness can be one of the ways that we counteract imposter syndrome.

This is the aspect of self compassion where we can practice talking to and treating ourselves as we would a friend, giving ourselves permission to be imperfect (Kunimura, 2021, December 22), being patient with ourselves, and creating the space to feel whatever we feel. When thoughts or feelings of being an imposter come up, ask yourself how you would respond if it was a friend telling you about it (Hibberd, 2019, p. 118).

Talking to ourselves as a friend can also include changing our “perfectionism self-talk” to “healthy-striving self-talk” as Brené Brown discusses (2010, p. 58) or “[changing] the channel” to positive self-talk when we notice the negative messages in our minds, as music therapist Dr. Tracy Richardson shares in her 2019 book *Who moved my cape?! Letting Go of Your Superwoman Expectations*.

When it comes to our self talk, Ami Kunimura (2021) encourages us, “to be conscious of the words and language we use with ourselves and choose the meaning we give to things” (para. 11).

In addition, Dr. Hibberd (2019) encourages us to externalize that inner voice that tells us that we are an imposter, to treat it as a bully or something that we can laugh at (pp. 117-118).

Learning to notice that voice and to separate our true self from that inner voice that criticizes us and tells us that we aren't good enough is a powerful step, followed by changing that voice to the voice of a compassionate friend or mentor that can encourage us rather than putting us down.

Practice noticing self-criticism and choosing to respond to yourself with self-kindness and self compassion instead.

I also want to note that self kindness can also include protecting ourselves by setting limits and boundaries as we'll explore in this community in August and September, and being kind to ourselves can look different on different days. As I often say to the clients with whom I work, you are the best expert on what is healthy and helpful for you.

The second core component of self compassion is common humanity, understanding that everyone makes mistakes and feels pain. We are all imperfect human beings living imperfect lives. Understanding this can help us to use our challenges to connect with each other rather than isolating ourselves or comparing ourselves with others.

As Ami Kunimura wrote, "Whatever you are going through today, you are not alone."

Common humanity can be another helpful way to counteract imposter syndrome.

Everyone feels insecure and doubts themselves at times. Everyone worries about what others might think of them. We all compare ourselves with others and judge ourselves. We all struggle to find balance or harmony in our personal and professional lives. Every single one of us feels like an imposter at times (Harvey & Katz, 1985, pp. 207-208; Hibberd, 2019, pp. 141, 147; Mindful, 2021). We just don't always show it.

As Steve Furtick, famously once said, "The reason we struggle with insecurity is because we compare our behind-the-scenes with everyone else's highlight reel" (Kerpen, 2017).

And that's normal too. All of us show different sides or depths of ourselves with different people.

Dr. Hibberd (2019) affirmed, "Imposter syndrome isn't something that only you are suffering from. It's something we can all relate to. It simply means you care about what you're doing, that you want to do a good job, but that you're worried you're not up to it.... This is a collective experience, which is why it is time to talk about it openly because it is holding so many people back from fully engaging in life" (pp. 6-7).

This is why, as we'll discuss further on the next slide, it is so important to name these feelings and to have people we can trust with whom to openly talk about our feelings and our perceptions of our abilities.

The third and final component of self compassion is mindfulness (Neff, 2011). In this context, Dr. Neff (2011) describes this as “[holding] our experience in balanced awareness, rather than ignoring our pain or exaggerating it” (p. 41). As Dr. Neff (2019) says, “When we are mindful of our struggles, and respond to ourselves with compassion, kindness, and support in times of difficulty, things start to change. We can learn to embrace ourselves and our lives, despite inner and outer imperfections, and provide ourselves with the strength needed to thrive.... Mindfulness and self-compassion both allow us to live with less resistance toward ourselves and our lives. If we can fully accept that things are painful, and be kind to ourselves because they're painful, we can be with the pain with greater ease.”

Just a reminder, whenever we discuss mindfulness in this community, that mindfulness is an English umbrella term used to describe ancient spiritual practices that are at the very center of many Buddhist and South Asian meditation traditions.

Because of this, it is important to be aware of the appropriation of many mindfulness practices. And as always, I want to give thanks to Dr. Sangeeta Swamy who wrote about this in the Whitehead-Pleaux and Tan book Cultural Intersections in Music Therapy that is included in your references and who has been a mentor to me in this area for the last several years.

I encourage you, as always, to learn about, respect, and honor the history and traditions from which our current mindfulness based practices have evolved and integrate qualities from these practices, which is what we'll discuss today, rather than the culturally specific traditions.

So definitions of mindfulness vary, but generally include the practice of being grounded in and mindful of the present moment without judgment or attachment.

This nonjudgmental presence and selfawareness helps to build acceptance (Flaminio, 2021, November 15; Flaminio, 2022) as well as compassion and resilience (Kunimura).

And this nonjudgmental presence and selfawareness can also be helpful in counteracting Imposter syndrome.

Dr. Neff (2022) shares that noting our thoughts and feelings allows us to disengage from them or excuse me, to disentangle from them a bit and gives us some perspective.

As Dr. Hibberd (2019) writes, “Self-awareness allows you to be aware of insecurity, rather than being insecure” (pp. 150-151). We all experience small amounts of self-doubt and insecurity - and this is healthy. Self-awareness is vital for keeping it healthy and not allowing the self-doubt and insecurity to take over (Goldstein, 2016; Hibberd, 2019; mindful, 2021).

Brené Brown (2021) in *Atlas of the Heart* discusses how self-awareness is also vital in understanding how and why we often compare ourselves with others. She notes that “more often than not, social comparison falls outside of our awareness - we don’t even know we’re doing it.... The goal is to raise our awareness about how and why [these experiences] happen so we can name them, think about them, and make choices that reflect our values and our heart” (p. 18).

This is important in counteracting imposter syndrome because “comparisons can affect our self-concept, our level of aspiration, and our feelings of well-being....we use comparison not only to evaluate past and current outcomes, but to predict future prospects. This means significant parts of our lives, including our future, are shaped by comparing ourselves to others” (Brown, 2021, p. 18).

Counteracting imposter syndrome also includes an awareness of how we define competence and success. Dr. Hibberd (2019) notes that “How you define success is key. And success is different for everyone” (p. 13). In chapter one of the Hibberd book that we will explore next month, she includes the descriptions of five competences types developed by Dr. Valerie Young, including the “Perfectionist” and “Superman/woman/human” (pp. 40-45).

This is important since, as I mentioned in the previous webinar, our personalities can affect the potential for us to experience imposter syndrome. Being mindful or self aware of these tendencies and understanding and working with our personality traits rather than ignoring them can make a huge difference in counteracting imposter syndrome.

I also appreciate that Dr. Hibberd (2019) is clear that she is “not asking you to stop aiming high. You can still do your best and work hard, but without allowing the effort to become so all-consuming it costs you your health and happiness” (p. 163). She differentiates this as healthy conscientiousness versus unhealthy perfectionism (pp. 164-165).

Brené Brown (2010) also notes that “understanding the difference between healthy striving and perfectionism is critical to laying down the shield and picking up your life” (p. 56). I discussed holding space for this and in the previous webinar as well.

So selfawareness or mindfulness can be helpful in counteracting imposter syndrome.

Reflection is one of the mindfulness based practices you might choose to integrate, including reflecting on our scope of practice as I mentioned in an earlier webinar or journaling on the positives and the more challenging emotions that you are experiencing (Hibberd, 2019, pp. 151-152; Wood, 2014, pp. 14-15).

In addition, writer Sarah Rhea Werner (2021) encourages us to use self-awareness to reflect and journal when we haven’t accomplished something, writing “instead of punishing ourselves, or labeling ourselves as useless blobs with no integrity, it’s more productive and helpful to ask: ‘Why didn’t I do the thing I said I wanted to do?’” then “give ourselves grace, get a good night’s sleep, and try...again the next day” (paras. 9, 11).

You all know how much I resonate with the Enneagram and other personality inventories. Because personalities can play a role in how or why we experience imposter syndrome, I want to go into a little more detail about a couple of the ways that we can better learn about them here. These personality inventories can help us understand our strengths and our challenges or shadow sides, understand the patterns that we fall into when we're under stress, and see the gifts we bring as well.

This is vital because accepting ourselves fully - the messy parts as well as those polished versions we share - is key to becoming more confident as we'll discuss on the next slide.

And these inventories do not reflect the entirety of who we are - we are much too complex for that. These are just potential pieces of who we are that can help us to better understand ourselves. And I would suggest that we be careful not to define ourselves or others by these.

The Enneagram, as some of you know, is my personal favorite and one I have found really helpful for better understanding myself and understanding that not everyone approaches the world in the same way that I do.

In your references, I've included information on the center for Action and Contemplation led by Richard Rohr, which includes a helpful introduction to the Enneagram, The Enneagram Institute led by Don Riso and Russ Hudson, which includes the RHETI, which is a more validated test, and type descriptions, the link to a free test by Eclectic Energies, and thanks to Maggie Sheppard for sharing this one with us, an article titled The Enneagram is Not Just for White People by Micky ScottBey Jones and the book The Enneagram Made Easy by Renee Baron and Elizabeth Wagele, which is how I first discovered the Enneagram. I also love Sleeping at Last's Enneagram Playlist and the Daily Enneathought, and you can sign up for two different numbers on the Enneagram Institute website that is in your references. I received Enneathoughts for both my number and my husband's each day and find this a really helpful perspective and reminder.

Besides the Enneagram, some others that I have found helpful in becoming more self aware are the Attachment Styles from Stan Tatkin's "Your Brain on Love," the Love Languages by Gary Chapman, and the Myers-Briggs Type Indicator or 16 Personalities.

When it comes to counteracting imposter syndrome, one other personality inventory that has been helpful for me and that we've discussed in this group before is the StrengthsFinder, developed by Tom Rath (2007) and Gallup to help us uncover and use our natural talents and strengths. This is another way to help us to make the most of those strengths and to make the most of the strengths of those with whom we work and live. Too often we focus on our weaknesses and mistakes. StrengthsFinder provides strategies for identifying, developing, and applying our strengths instead. And in case you're wondering, my top five are communicator, achiever, input, learner, and positivity.

And again, these are all just parts of who we are - and we can learn about ourselves and others through them, which can make us more self aware and increase our feelings of common humanity to improve our overall self compassion.

In a few moments, I'll discuss how paying attention to our strengths can also increase our confidence, which can be a powerful way to counteract imposter syndrome.

In the meantime, in your references, I've included information on the StrengthsFinder book, the CliftonStrengths website, and a free alternate strengths test called the High Five Test.

It is important to understand that cultural biases are inherent in many of the quizzes and trainings for these and for other personality inventories. Historically, most teachers and trainers for these personality inventories have been white men.

And these biases can also be inherent in the way that we are taught to portray ourselves. So, for example, Micky ScottBey Jones (2019) writes that as a Black woman, she was often mistyped as an eight, which is the challenger, when she's actually a one, and that women of all intersecting identities are often mistyped as twos or helpers.

Another way that we can practice increased self awareness is through specific mindfulness based practices.

[I appreciate your Grace and patience with the pauses today with my voice as I record this for you.]

We have an entire content unit on these practices in your dashboard, and many are also included in our sustainable selfcare content if you would like to more fully explore some of them.

In short, some mindfulness based practices can include various types of meditation, rituals, and affirmations, as well as things like time in nature, and practices that focus on positivity, gratitude, and, of course, self-compassion.

If you are looking for a place to start. Wendy Sigler (2022) crafted "102 self love affirmations to soothe your spirit" for Passion Planner, and that link is included in your references.

Ami Kunimura's (2022) weekly "Take a Moment" emails also include a lot of wonderful self compassion and mindfulness based practices and reminders, and I would encourage you to sign up for those via the link in your references if you've not already done so.

Finally, at the end of the slide show you'll find a little bonus - A 12-Minute Meditation to Remind Yourself That You Are Enough by Jenée Johnson. The link to this practice is included in your references for this month if you would like to listen to her facilitate this, or you can access and adapt it for yourself.

And in your content for this month, you'll find one other bonus from me, a RAIN practice. So if you find yourself finishing this content and feeling the need for a little mindfulness-based self care, I would encourage you to join me for that final video.

And if something else would help you to nurture yourself more, please do that instead. As always, honor what is going to be helpful and healthy for you.

And note that all of these strategies that I am sharing in this webinar are practices. It takes time and repetition to change our patterns of thinking, feeling, and behavior that can manifest in imposter syndrome. Even Ami Kunimura (2022), who is one of my role models when it comes to living out self compassion, shared about struggling with this after accidentally sending out an email to 11,000 people rather than 45. So give yourself grace. You are not alone.

In addition, know that supervision and therapy can also be really helpful for increasing our self awareness about how we perceive and how we judge ourselves. We'll discuss supervision and mentorship a bit more in the next slide. However, if you are finding that you need more support, as always, I would encourage you to reach out to a counselor or therapist. If you need links for finding one or finding one that uses a sliding scale, please reach out and I'd be glad to share those with you.

In addition to self compassion, as Brené Brown often teaches, we all need people we trust with whom we can vulnerably share our stories and our feelings of shame, fear, discomfort, and anxiety that can otherwise lead to perfectionism and imposter syndrome.

As I mentioned, we all experience uncertainty, fear, anxiety, and discomfort, and yet we look around us and wrongly assume that everyone else is feeling capable and confident. As Dr. Hibberd (2019) notes, "In reality your fears and doubts are likely to be very similar. It's just that everyone is keeping them a secret!"

So we need to be able to name these feelings and to know that we are not alone (Harvey & Katz, 1985, pp. 207-208) - that's common humanity - and this is even more beneficial when we talk about these feelings with others who also experience them (Harvey & Katz, 1985, p. 235-236; Vaughn, 2021).

Again, this is why I believe it is so important in communities like ours to name and discuss feelings like this in music therapist Dr. Tracy Richardson's 2019 book *Who moved my cape?! Letting Go of Your Superwoman Expectations*, she writes, "That is one of the keys: Find supportive, encouraging mentors. People who have been in your shoes and lived through it. People who will remind you of how much you actually DO know" (p. 22; Mindful, 2021).

Johnson and Smith (2019) also encourage this approach, both normalizing these feelings and sharing our own experiences with imposter syndrome when you are the one supervising other individuals with imposter syndrome.

Dr. Hibberd affirms how vital it is that we start admitting our mistakes and talking about our experiences with imposter syndrome. Showing vulnerability allows us not only to become more comfortable with who we are, but also to connect more deeply with others. She writes, "To me, sharing life challenges and admitting that life can be tough sometimes are the characteristics that make us more relatable, more likeable.... We need to recognize that our idiosyncrasies and flaws make us alive and human. Sometimes our imperfections are the elements that give us our strengths" (Hibberd, 2019, p. 148; Vaughn, 2021).

Having the courage to know and admit that we don't know everything and to reach out for help is also a strength, not a weakness as many of us were taught growing up.

Students and interns in this community, you are in that role specifically to learn. Make the most of that. New professionals or those starting new jobs, you're new. You're not expected to know everything.

I love how Dr. Hibberd (2019) acknowledges that "the more we learn, the more we realize that there is a huge amount we still don't know and that learning is infinite rather than finite" (p. 217). We all have strengths and weaknesses, and we are all still learning. When you have questions or areas where you need or want to grow, make the most of the resources around you, including Google, other online resources, journals, social media, podcasts, books, conferences, people, and this MT Mentor community.

Dr. Hibberd also encourages the use of mentorship relationships like ours to practice receiving feedback.

As she notes, "This person should be able to help you separate what's real from your perceptions and offer empathy, advice and guidance about specific areas to improve" (Hibberd, 2019, p. 180).

That is part of what this community is for, and I think it is particularly powerful because you have the opportunity for feedback not only from me, but also from the other members of our community.

Dr. Hibberd (2019) writes, "It pays to listen to other perspectives. It can also be helpful to remember that the person giving the feedback believes you are capable and trusts that you are able to make changes. [This is something I try to remember when I am called out or in as well!] You don't have to agree with all the...feedback - it's just another view. Take what's helpful and let go of what's not" (p. 180).

Dr. Hibberd (2019) also suggests using humor, when appropriate, to take some of the power out of the imposter syndrome experiences (p. 119). As we've discussed in our peer supervision groups, this is a strategy that requires you to know yourself and your audience. Sometimes humor can be helpful and sometimes not. As with all of these strategies, it is important to pay attention to what will work for you.

So we know it is important to open up and be vulnerable. And how many of you have had the experience of opening up to someone you thought you could trust only to have them dismiss your feelings?

Discerning who we can trust with our innermost fears and vulnerabilities is not easy. I still struggle with this myself (The Decision Lab). And it is worth it to keep trying. In fact, it is essential. As we've discussed

in our content on sustainable self care, connection and community are critical for health and longevity. Dr. Hibberd affirms this as well (2019, p. 143).

Changing our mindset can also be a powerful way to counteract imposter syndrome.

Karen Walrond (2021) wrote that “Once we’ve allowed and acknowledged our pain, it’s possible to gently shift our outlook toward a more positive mindset by using a concrete evidence-based way to access joy” (pp. 24-25).

Whenever I hear the word mindset, I think of the work of Dr. Carol Dweck (2006) and the work that she has done around fixed or growth mindsets. She describes the difference this way:

A fixed mindset is, “believing that your qualities are carved in stone...[it] creates an urgency to prove yourself over and over” (p. 6).

Versus a “growth mindset that is based on the belief that your basic qualities are things you can cultivate through your efforts. Although people may differ in every which way - in their initial talents and aptitudes, interests, or temperaments - everyone can change and grow through application and experience” (p. 7).

Lindsay Braman (2020) also distinguishes this growth or learning mindset from what she calls a “threat-based mindset.” This threat-based mindset occurs when “our sense of self depends on being ‘right’” (para. 1) or perfect, as I mentioned earlier, and any challenge to that results in a fight/flight/freeze/fawn response. We can have this response when we experience imposter syndrome AND when our “implicit, internalized white supremacy” (para. 4) is triggered, both of which are important to notice and address. Shifting to a learning or growth mindset is one of the ways that we can do this.

This growth mindset is also one of the ways that we can respond to any feelings of anxiety or discomfort. Hibberd (2019) includes two graphs on pages 54 and 56 of the book that we'll explore together next month that show the difference it makes when we respond to anxiety by questioning our thoughts and feelings, asking others, using positive self talk, as we mentioned in the last slide, learning from our difficulties - there's that growth mindset - and integrating our successes versus feeling like an imposter, focusing on self doubt and negative self talk, fearing failure, overworking or avoiding as we drive for perfection, and ultimately discounting our successes, which perpetuates that unhealthy cycle.

Building a growth mindset can involve noticing and changing some of the limiting beliefs that Isabel Nyo (2022) lists that can limit our progress and promotions within our careers. Terri Cole (2019) encourages us to approach our limiting beliefs and repetitive negative thoughts like Marie Kondo would our home, noticing them and choosing whether or not they serve us and thus whether or not to continue focusing on them. Cole (n.d.) also has some helpful information about changing these negative thoughts when they become cognitive distortions, those “exaggerated or perseverating pattern[s] of thought not based on facts” (para. 3) that can manifest through exaggerating or minimizing, catastrophizing, overgeneralization,

personalization, jumping to negative conclusions, mind-reading, and disqualifying the positive - one of the manifestations of imposter syndrome as well.

Embracing a growth mindset can also mean letting go of our fear of not knowing and asking more questions so that we can learn and better understand. As Harvey and Katz (1985) write, “Communication is a two-way street, an exchange between a speaker and a listener. Your job is to understand; the job of the person talking [or communicating in some other way] is to make himself understood” (p. 215).

Growth mindset is also vital in how we respond to failure. When we are raised with a fixed mindset, Dr. Dweck (2006) notes that “failure [is] transformed from an action (I failed) to an identity (I am a failure)” (p. 33).

I think this is a great opportunity to remind us of the difference Brené Brown has taught us between guilt and shame. Guilt is the emotion we experience when we make a mistake. It's normal and can propel us to apologize when needed, to learn from the mistake, and move forward. There's that growth mindset. Shame, in comparison, is what we experience when we feel like that mistake means that we are bad, worthless, or unlovable, and that's where we can get stuck in that fixed mindset. If you find yourself stuck in shame, remember to reach out to those trusted folks, as we mentioned a moment ago, and practice switching your mindset to one of growth.

This is particularly important for those of us who grew up, as Harvey and Katz (1985) describe “believing that failure is shameful, that anything short of absolute success with a capital ‘S’ is unacceptable” (p. 23).

This is also vital because, as Dr. Dweck (2006) adds, “Even in the growth mindset, failure can be a painful experience. But it doesn't define you. It's a problem to be faced, dealt with, and learned from” (p. 33).

Remember that, as Dr. Hibberd (2019) writes, “Failure is a normal part of life; it helps you learn and increases resilience” (p. 111). “Just as common illnesses build up your immune system, research shows that people who have experienced between five and seven major setbacks have a better quality of life and greater confidence to weather adversity” (Hibberd, 2019, p. 170).

Myisha T. Hill, my mentor through Check Your Privilege, calls this “failing forward” and encourages us to use these opportunities to inspire change - and change is vital if we are not only going to counteract imposter syndrome but also the oppressive systems that support it (2022, para. 3, 5).

Dr. Hibberd encourages us to “change your mindset from one of fear to one of adventurousness” (Hibberd, 2019, p. 169), knowing that “overcoming imposter syndrome doesn't mean you'll stop making mistakes; it means accepting that they're part of life and that you need to learn how to use them to your advantage” (Hibberd, 2019, p. 169). She includes a technique to process our failures in chapter 10 of her book - and I will include that practice in your reflection document for next month. I will also include in your references a practice by Vinny Ferraro (2021) for being with the pain of failure and responding with compassion, as I discussed on the previous slide.

In our book club last month, *The Lightmaker's Manifesto: How to Work for Change without Losing Your Joy*, Karen Walrond (2021) encourages us to approach life with an attitude of experimentation, and Harvey and Katz second this approach. Walrond (2021) writes that "there's something inherent in the concept of 'experimenting' that normalizes the concept of failure" and "to be creative, you have to be willing to fail" (p. 172). She writes, "As you begin anything new, you have to both assume that you'll fail AND that you'll learn something new that will help you improve" (Walrond, 2021, p. 173) - there's that growth mindset!

Both Walrond (2021) and the *Letter from the Mentor* (2022) encourage a "beginner's mind," a concept from Zen Buddhism, and discuss the importance of being a continual learner. This can actually be one of the hidden gifts of imposter syndrome. Sometimes believing that we are the expert stops us from listening to and learning from others, both of which are vital for a growth mindset.

Listening and learning are both highly valued in this community that we are creating together. As always, this is a space where I and we truly seek to live out the advice from Maya Angelou that embodies a growth mindset: "Do the best you can until you know better. Then, when you know better, do better."

With this in mind, I appreciate that Dr. Hibberd (2019) names that we are actually all "imposters" a bit - none of us ever knows everything. That is normal. As she writes, "The difference is that confident people are happy to trust their instincts and ability to learn. They trust that they can grow into the person they need to be" (Hibberd, 2019, p. 57).

And remember that growth is not meant to be comfortable (Hamilton, 2020; Hibberd, 2019) - and it takes a while longer for our feelings to catch up with our thoughts. This is a practice. One that Craig Hamilton (2020) writes must include "learning to befriend that positive feeling of discomfort that comes from growth" (para. 9) rather than resisting and avoiding change. That is why self-compassion as our core can be so powerful and important. As Dr. Hibberd (2019) writes, "Give yourself time; you've had a fixed view of yourself for many years. It won't change overnight and you need to allow your feelings to catch up with your new thinking" (p. 24).

And I want to add here that if you are in an environment where this way of thinking is not supported, it may be time to change your environment if that is possible for you as we'll discuss further down this slide. As we've touched on throughout these webinars, changing our thoughts, feelings, and behaviors can be powerful, and ultimately it may not be enough if the systems that we are in are oppressive or unhealthy. We need to change those as well.

In the meantime, focusing on what we can control, there is power in changing our self talk as we discussed, and our mindset, knowing that, as Dr. Richardson (2019) writes, "Changing your thinking can eventually change your behavior" (p. 22). As we work on changing our self talk and thinking, we can also integrate some specific strategies that can change some of the behavioral manifestations of imposter syndrome as well.

In the last few chapters of the book we'll explore together next month, Dr. Hibberd (2019) details some specific changes we can make to stop overworking and procrastinating and to make the most out of our time and energy, some of which I'll share here.

Suggestions to stop overworking include making a detailed account of how you spend your time and energy and then prioritizing what is most important to you and finding ways to delegate or simply not do some of the other items on your schedule. She also suggests aiming for 80% rather than 100% or 110%, knowing and communicating your limits, setting boundaries, and saying no as we explore together more in August and September, taking breaks, stopping any micromanagement, and keeping your focus on your priorities (Hibberd, 2019). As I mentioned a moment ago, the attitude of experimentation can help, and you can bring this to your work patterns and habits as well (Harvey & Katz, 1985).

We also need to let go of those societal myths about productivity that many of us grew up being are taught (Lee, 2022). Brené Brown (2010) includes suggestions for “letting go of exhaustion as a status symbol and productivity as self-worth” and “cultivating play and rest” (pp. 99-104) instead in *The Gifts of Imperfection*. We also discussed the importance of play in our recent book club on Karen Walrond's (2021) *The Lightmaker's Manifesto: How to Work for Change Without Losing Your Joy*.

Are you starting to notice these commonalities? Overwork and exhaustion are not sustainable. Not in work, not in activism, and not in life.

Suggestions to stop procrastinating include focusing on how you'll feel when the task is done, practicing self compassion as we discussed in the last slide, just starting rather than waiting until you feel like it, focusing on one task at a time, breaking larger tasks into smaller parts, delaying gratification, removing distractions, and similar to overworking, keeping your focus on your priorities and why you are doing what you are doing (Harvey & Katz, 1985; Hibberd, 2019).

Dr. Hibberd (2019) also includes suggestions for how to make the most out of our time and energy, including eating well, hydrating, getting enough rest and exercise, slowing down, practicing gratitude, allowing ourselves some empty time, saying no - there are those boundaries again that we're going to be exploring down the road - being proactive about our mental health, disengaging and spending time in nature (Kuti, 2021), and making time for the things and people you most enjoy.

Again, notice how these strategies are sounding familiar with the books and the conversations that this community has shared in the past. Practices we learned from Drs. Emily and Amelia Nagoski (2020) for completing stress cycles can also be really helpful for counteracting imposter syndrome. And, many of these same suggestions are included in Dr. Richardson's (2019) book, in the Harvey and Katz (1985) book, and in the many resources that I've compiled on reducing burnout and integrating sustainable self care.

We know that our thoughts, behaviors, and mood are intertwined (Kuti, 2021), and Harvey and Katz (1985) stress that since all three are affected by imposter syndrome, all three must be addressed to counteract imposter syndrome.

We've discussed thoughts and behaviors. Dr. Hibberd (2019) includes some specific suggestions for addressing our feelings or mood in the final part of the book as well.

Dr. Hibberd (2019) reminds us that some feelings of anxiety are normal, particularly when we are outside of our comfort zone, as we've discussed, however, we need to be able to notice our anxiety and then regulate our mood enough to keep moving forward.

To help with this, she encourages us to practice self compassion, as I mentioned in the last slide, to remember that feelings pass, to keep track of our worries, and she includes directions on this that I've included in your reflections document for next month, to practice breath work like four seven eight breathing, inhaling on four, holding for seven, exhaling on eight, to explore other mind body practices such as tension and relaxation and imagery, to practice uncertainty by only checking email at specific times or not watching show episodes back to back, building that stamina for uncertainty, and to visualize success rather than imagining failure. Remember, our brains can't tell the difference and give us the same emotional and physical response when we imagine these as when we experience them for real (Hibberd, 2019).

Brené Brown (2010) also discusses "letting go of anxiety as a lifestyle" and "cultivating calm and stillness" (pp. 105-110) in *The Gifts of Imperfection*, noting that both anxiety and calm can be contagious. She also encourages us to start this process with a focus on breathwork, as does Elisha Goldstein (2016) in his article for mindful.

In her discussion of ways to manage fear and anxiety, Terri Cole (n.d.) also encourages us to make sure we are exploring other causal factors besides imposter syndrome.

This could be anything from our intake of water, alcohol, drugs, and caffeine to the amount of movement and sleep we get on a daily basis. She also includes a variety of natural remedies if you'd like to explore those further, and the importance of seeing a therapist if you need further support as I mentioned on the previous slide.

When our mood is low, it can make everything feel impossible. To counteract this, Dr. Hibberd (2019) encourages us to remember that most folks are worrying about themselves, not us, to practice speaking up and saying what we think or believe, to avoid apologizing for ourselves, except when it is truly important, to stop comparing ourselves and our behind the scenes with everyone else's highlight reel, as I quoted earlier, to use social media with intention, to place boundaries around our technology use, to be aware of the stories we tell ourselves, and to practice mindfulness by using our five senses.

And of course, music can be a powerful way to regulate and affect our mood too.

It can also be helpful to track our mood and our energy level in order to be aware of what drains and stresses us out versus what energizes and inspires us (Fernandez, 2020).

This can also include the people or accounts on social media who stress us out versus those who inspire us (Morgan, n.d.).

The writers from Gallup (2022, April 6) also encourage us to not only “identify specific moments when you felt energized or excited” but also to “reflect on what strengths you were using in those moments” (para. 3).

Our mood can help us to notice and be self aware of those times when we are focusing on our strengths versus our weaknesses, which can also give us opportunities to build our self compassion, our growth mindset, and ultimately, our confidence.

In the final chapter of her book, Dr. Hibberd (2019, ch. 15) shares some specific strategies to boost our confidence, which she calls “the ultimate antidote to imposter feelings” (p. 245).

This includes reviewing our achievements - that evidence list I discussed earlier on the slide - and paying attention - or on the past slide, excuse me, - and paying attention to our strengths and skills, focusing on our positives and not our negatives in our daily lives. Wood (2014) notes that many of us as adults are much better at listing our weaknesses or failures than our strengths and successes, both for the evolutionary reasons I mentioned and for cultural reasons, too (p. 13). In some cultures, modesty and humility are highly valued. And again, as I mentioned earlier, we're holding space for also knowing that naming our strengths is not arrogance.

As you work on this, Wood (2014) also encourages you to use this as an opportunity to practice praising yourself for what you have learned and what you have done well.

If this is challenging, maybe consider how others would describe you, and Dr. Hibberd (2019) even recommends actually asking those close to you to list your good qualities and send them to you.

In addition, maybe try a strength questionnaire. I've included a free one that she recommends called the VIA Survey of Character Strengths, along with the StrengthsFinder resources I mentioned earlier in our references for this month and next month.

Using your list of achievements, the lists from those close to you, and the information from the questionnaires, you can start to see patterns and focus in on the themes that emerge. Once you've identified these themes, your top strengths, try to integrate them, at least one of them, every day.

Music therapist Dr. Tracy Richardson (2019) suggests a similar practice and encourages us to post our description of our strengths on our bathroom mirror to read at the start of our day “to remind you of who

you truly are” (p. 4). She also shares the idea of listing one positive thing that you did each day and then “3-5 positive things that could potentially result from that ONE thing” (p. 70), acknowledging the power of that ripple effect.

Stacy Kim (2021) recommends a “got done” list rather than a “to do” list as a way to focus on the positive, to feel a sense of control and accomplishment, to identify what keeps us from finishing tasks, and to motivate us to finish what we need to finish. Her article for Wired that is included in your references has directions for trying this.

Dr. Hibberd also recommends building a practice to reflect on the “good stuff” each day, as does Elisha Goldstein for *mindful* (2016) - this can be a gratitude journal, a continuation of your achievement list, a space to list and remember compliments, a “feedback file” like Lola Méndez (2022) recommends, or a “happy file” like I keep both digitally and physically in my desk.

Other practices to increase our confidence can include accepting praise without making excuses (Harvey & Katz, 1985; Hibberd, 2019), intentionally finding ways to celebrate our accomplishments, sharing these successes with people that we trust, fully accepting ourselves as we are, letting go of the false belief that we can control everything, stepping outside of our comfort zone to challenge ourselves and try new things, and changing our body language to be more confident.

Both standing power poses, as researched by Amy Cuddy, and simply sitting up rather than slouching, as published in the *European Journal of Social Psychology* and discussed by Dr. Hibberd, can build your confidence and help you feel stronger and more powerful.

And of course, music can be a meaningful way to increase our confidence too. If you're looking for a place to start, I highly recommend "Take Up Space, Sis" by Toni Jones, and I would encourage you to share some of your favorite confidence-building songs with each other as well.

I also want to name some of the complexity with confidence for those of us who identify as women.

Dr. Richardson (2019) notes that “it appears that men who apply for jobs for which they are qualified, AND show confidence, are likely to be hired. However, women who apply for jobs for which they are qualified, must show a mix of confidence and humility in order to be considered” (p. 15). Patriarchy. Ugh. And both Dr. Richardson and I would encourage us to not let that stop us from embracing who we are with confidence and going after those positions that we really want. The worst that can happen is a no, and as we've been learning, that is just another opportunity for growth.

So practice being confident! Honor your inner wisdom (Flaminio, 2021, November 22) and maybe practice saying no - or speaking up - or saying what you really think, even if that means disagreeing with someone. As Harvey and Katz (1985) write, “Disagreeing doesn't make you a disagreeable person” - “If you are wrong, you have at least shown that you can think for yourself and have something to contribute” (p. 221). And you can keep learning, embracing that growth mindset.

I'm going to add one more way to counteract imposter syndrome. Dr. Hibberd (2019) includes this in her conclusion of her book, and it is a topic that we have discussed within this community and that Ami Kunimura has also encouraged us to reflect upon in her weekly emails.

What does success mean to you? What do you want to experience or feel? What is important to you? What gives you energy and inspires you, as I mentioned a moment ago? (Fernandez, 2020) What is your “zone of genius” as Gay Hendricks (2009) calls it in *The Big Leap*? Or what is your “creative love” as Dr. Richardson describes?

Redefining success, based upon YOUR core values, vision, and mission is so powerful. Letting go of what you or others think you “should” do, letting go of those family or societal expectations so that you can define success for yourself, and saying what Hendricks (2010) calls “the Enlightened No” (p. 152) to anything that doesn’t fall within your zone of genius is HARD. AND, it can truly make a difference in not only how we feel about ourselves and our work but also how we experience health and quality of life when we live in a way that is aligned with our purpose, as Rich Fernandez (2020) wrote about in *mindful*. Simply put, as Rabbi Hirschfield (2009) wrote, “Tell me your dreams...and I will tell you about the reality that you’re creating” (p. 232).

Dr. Richardson (2019) adds, “No matter how old you are, you are not cast in stone. You can evolve. Doesn’t that make life more exciting to know we are not limited in how many times we can invent ourselves, or how many years it takes for us to get to the point where we are ready to chase that big dream? We can do what we want. We do not need to buy into society’s ideas about what we ‘should’ be doing based on our age” (p. 83) or any other factor.

Brené Brown includes this in *The Gifts of Imperfection* and writes about how important it is to “[let] go of self-doubt and ‘supposed to’” in order to “[cultivate] meaningful work” (pp. 111-116).

Many of us have been inspired to explore this as a result of illnesses or tragedies in our own lives or as a result of the global pandemic that has affected all of us over the past couple of years.

It is part of what has led to the “great resignation” as folks no longer are willing to work in jobs that aren’t meaningful, fulfilling, or sustainable.

Now, I do want to name the level of privilege that goes along with being able to quit a job, and I also want to encourage you to be creative about ways that you can integrate whatever your definition of success is, or your core values, vision, and mission, or your zone of genius, whatever you want to call it into whatever you are doing. How can you prioritize those things in your life today, right now, wherever you are, and whatever you are doing? Because, as Emily Martin (2022) wrote, “After we tackle the question of defining success, the next question is how to make that definition come to life.”

And I just want to remind you that all of these ways to counteract imposter syndrome that I've listed on these two slides are practices. It will take time and intentional integration into our lives to help them feel more natural, to counteract that old confirmation bias, and to build those new neural pathways.

Consider adding some “guardrails” as MT Mentor new professional Barb Bennett calls them to let you know when you are starting to return to old ways of thinking - Dr. Hibberd (2019) calls these “warning bells” (pp. 263-264). And through it all, keep practicing compassion, as we discussed on the previous slide. Be kind to yourself and know that you are not alone.

As Dr. Tracy Richardson (2019) wrote, “Give yourself permission to simply be the glorious, grounded, fully-human person that you are. Flaws and all. Ditch the toxic, cultural lies and replace them with healthy messages” (Preface p. 2).

Speaking of toxic cultural lies, I appreciate that Dr. Hibberd (2019) makes the connection between the confirmation bias we experience around our imposter syndrome and the confirmation bias we experience around our areas of prejudice (pp. 116-117). She encourages us to use the same techniques that we would use to change a prejudice to change our imposter syndrome, and we can reverse that process as well. Many of the same techniques that I've mentioned to counteract imposter syndrome can also be used to counteract systemic biases in ourselves, our profession, and our communities.

And I want to amplify Dominique Stewart's (2022) statements that “overcoming imposter syndrome is not an individual problem that requires self-actualization. It can result from systemic issues that stem from institutionalized discrimination during the hiring process and employment.... To alleviate the prevalence of imposter syndrome, specifically in women of color, employers must acknowledge and eradicate these biases in the workplace” (paras. 4-5).

Similarly, Tulshyan and Burey (2021) write, and I've included this on your slide, that “the answer to overcoming imposter syndrome is not to fix individuals, but to create an environment that fosters a number of different leadership styles and where diversity of racial, ethnic, and gender identities is viewed as just as professional as the current model” (para. 1).

When we discuss ways to counteract systemic bias and imposter syndrome, I believe it is important to note when labeling our emotions as imposter syndrome is helpful or not. The Decision Lab (2021) points out that at times “labelling imposter syndrome as an individual problem only serves to obscure the systemic causes behind it” (para. 7).

AND, as we discussed in our recent discussions around Karen Walrond's book *The Lightmaker's Manifesto: How to Work for Change without Losing Your Joy*, we need to do both. We need to work for change. And I encourage, especially the business owners in this community, to consider how you can do that in your businesses. I encourage all of us who are in positions of power to encourage to consider how we can do this. And I encourage, really, all of us to consider how we can work for change within those spheres of influence that we've been talking about.

And we also need to explore sustainable ways to care for ourselves as we do so in order not to burn out.

So what is one way that you can nourish yourself and reduce the potential for imposter syndrome as you work for change, or one way that you can reduce the potential for imposter syndrome in your spheres of influence?

I would invite you to consider writing a smart goal to help hold you accountable as we move forward. You can add this in your reflections document and if you would like me to follow up with you on your smart goal, please submit the form linked on the slide. This link is also available in your reflections document and via your dashboard under important links.

As always, if you have questions or comments, please feel free to reach out to me.

And remember, as Dr. Hibberd (2019) writes, "You are enough, right now, exactly as you are" (p. 259).

I know this is a lot of information. Take some time to review the slides and to reflect on the notes you made. And again, please feel free to bring any questions or thoughts or feelings that you would like to share to our office hours, peer supervision groups or Facebook group.

I will look forward to continuing the conversation there.

And just a reminder that at the end of the slide show on the very next slide which I'll pull up right now so you can see it if you are watching this recording you will find a little bonus - A 12-Minute Meditation to Remind Yourself That You Are Enough by Jenée Johnson. The link to this practice is included on the slide as well as in your references for this month if you would like to listen to her facilitate this or you can access and adapt it for yourself.

Also, I recorded one more little bonus webinar for this month a RAIN practice just for you. And so if you are finishing this content and feeling the need for a little mindfulness based self care, I would encourage you to join me for that final video. And if something else would help you to nurture yourself more, please do that instead. As always, honor what is going to be helpful and healthy for you.