

WUN

womens utilities network

FOR

ALL



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WELCOME TO WUN FOR ALL
We will be starting shortly

<https://thewun.co.uk/>



Why WUN for ALL?

So that people have a place to drop into, and ..

- Feel connected
- Share & gain knowledge
- Get positive interaction
- Talk about daily challenges
- Have designated Talk Time
- A space for creativity

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Today's Agenda

- 1.00pm - Welcome – Hayley Monks WUN Founder & MD of Utilities
- Sector Gobeyond Partners
- 1:03 Speaker Introduction WUN Advocate Sharon Sage ,, Public Sector Manager ,EDF
- 1:05 Mike Allen and Emily Howell, EDF
- Discussion /Q&A
- 1.55pm – Wrap up and close – Hayley Monks

Today's Speakers–



Mike Allen Innovation Challenge Manager, EDF

Mike is a passionate idea generator and innovator that works within People Development at EDF. He is also an enthusiastic positive mindset coach and enjoys helping people reach their potential.



Emily Howell Learning Culture Manager , EDF

Emily has over 10 years' experience in communication, marketing and development roles at EDF. She's an energetic people person who enjoys helping others build and grow their careers.

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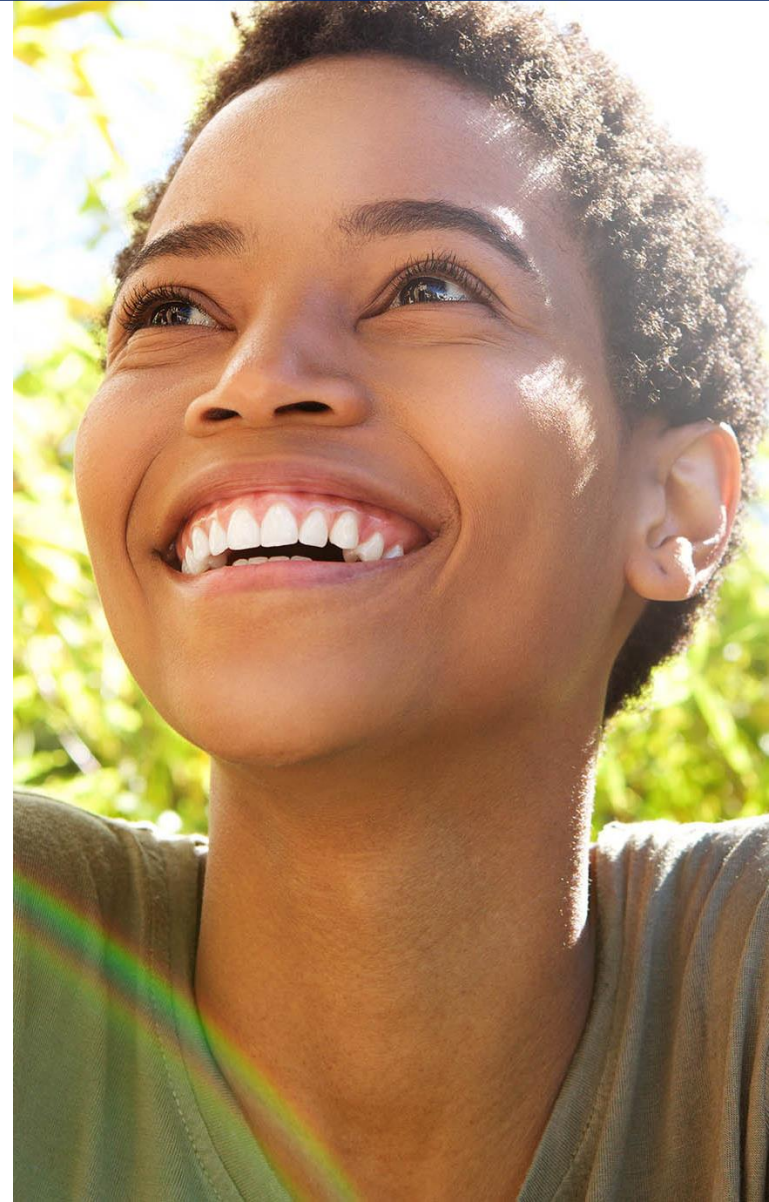
Impostor Syndrome Workshop

Welcome

Workshop Outline

What is Impostor Syndrome, key characteristics, likely causes and the impact it has.

Practical strategies on how to deal with Impostor Syndrome and an activity.



What is Impostor Syndrome?

Impostor syndrome is a psychological pattern in which an individual doubts their skills, talents, or accomplishments (despite overwhelming evidence) and has a persistent fear of being exposed as a "fraud"

It's far more common than we would think.
Most people have some traits of IS

It's more likely to impact high achievers

Women are more likely to be impacted than men



You likely have Impostor Syndrome if you can say **YES** to most of the following questions

Are you uncomfortable
accepting praise for
your accomplishments?

Do you doubt your
general intelligence
(despite overwhelming
evidence to the
contrary)?

Do you often feel that
because you're not as
talented as others, you
have to work harder
than them?

Do you feel others
would be disappointed if
they realised what you
'really' know?

Do you strive for
perfection in the belief
that any error you make
will signal to people
you're a fraud and out of
your depth?

When you make a
mistake, do you have
trouble letting it go?

Do you over-prepare for
meetings or
presentations?

Do you seek out
responsibilities even
when your plate is
already full?

Do you tell yourself it
took you too long to learn
something – not because
it was difficult, but
because you're not
intelligent enough?

You feel you're constantly playing catch-up because you fail to allow yourself to believe you know enough?

What was your score?
Add it to the chat

What are the implications?

Persistent, and un-necessary self doubt

By over-preparing, you're robbing your time

Procrastination

People are less likely to see the real you

You miss out on opportunities

Un-necessary stress

You're likely to frequently sabotage yourself



What could cause IS?

There may be a physical component

Your family likely put a lot of emphasis and praise for your achievements

You might have been labelled as “gifted”

You be from a marginalised ethnic group

What Could trigger IS?

When self-doubt creeps in, Impostor Syndrome is magnified

Doing something new

Joining a new group or team

When you're the minority in the group

When you find yourself defending an idea or are a sole voice

Does anyone want
to share their
experience?

A low-angle, upward-looking photograph of a diverse group of people holding their hands together in a circle, symbolizing unity and support. The image is partially obscured by a dark blue rectangular overlay containing the title text.

Strategies to deal with Impostor Syndrome

What's the solution?

There's no magic solution

It's formed from beliefs:

Beliefs >>>>> Thoughts
Thoughts >>>>> Actions
Actions >>>>> Outcomes

But what's learnt can be re-learnt

Here are two strategies to use





Strategy 1

Use positive affirmations to reframe your beliefs, thoughts and feelings

Use positive affirmations to reframe your beliefs, thoughts and feelings

Your mind will be whatever you tell it to be

I feel uncomfortable
with being praised

*"I will be grateful for any praise
that's offered because I deserve it"*

I'm not as intelligent
as people think

*"I am intelligent and have no need to
constantly prove myself"*

I have to work harder
because I'm not as
talented

*"I am talented and have no need to
compare myself to others "*

It's a powerful tool, but it needs persistence. It works best with daily journaling.

Strategy 1 – Your Turn



The next slide has some more thoughts that your Imposter Syndrome mind might have
Choose one or two that resonates with you
Or create your own based on your experience

Then write the positive affirmation that will SMASH that thought

If you are happy to share, put your positive affirmation into the chat to share with the rest of the group

Strategy 1 – Your Turn

I got here by luck, and
that luck is going to
run out

I can't compete with
people that have
degrees

I don't deserve to be
in this role

I've never really
believed in myself

Everyone else around
me is way more
capable

Job interviews terrify
me as fear I'll be
found out

I'm not succeeding and
don't think I deserve to
be here

...or choose your own

A woman with curly brown hair is smiling while wearing white headphones and working on a laptop. A white coffee cup is in the foreground. The background is a blurred office or cafe setting.

Strategy 2

Think like an Impostor

Strategy 2 – Think like an Imposter

Stop comparing yourself to THAT person
Start comparing yourself to a version of you that doesn't
have Imposter Syndrome

*"If it isn't perfect, I'll get
found out"*

*"That was a disaster. I
messed that up. That's it,
they'll realise now"*

*I'm a failure,
everyone will
see it now*

*"Perfect doesn't exist.
This is more than good
enough"*

*"OK, could have been
better, but I gave it my all
and I'll learn from it"*

*This time, I
failed*

You all know how to talk to someone without IS

Strategy 2 – Think like an Imposter



On the next slide you'll see some internal dialogues that would hold back someone with IS

Choose one or two that resonates with you
Or create your own based on your personal experience

Then write the internal dialogue that your non-imposter self would tell you

If you are happy to share, put yours into the chat to share with the rest of the group

Strategy 2 – Think like an Imposter

"I can't do this, I'm going to mess this up"

"I'm not on their level, so I can't possibly manage them"

"I've never done this before, it's going to be a disaster"

"I'm a perfectionist, I can't help it"

"I'm way out of my depth and I'm going to get found out if I put a foot wrong"

"It was a disaster last time, there's no way I'm going to try again"

"I have to work harder because I don't have a talent for this"

Or add your own...

Next steps

Apply what you've learn – share your knowledge

Sharing a set of resources to support you

Further resources to explore

[TED Talk by Mike Cannon-Brookes – How you can use your impostor to your benefit \(13m\)](#)

[TED Talk by Carol Dweck – The power of believing that you can improve \(10m\)](#)

[Article – Harvard Business Review – How to make friends with your impostor \(5-10m read\)](#)

[Podcast on Spotify – Helen Walker – How to overcome imposter syndrome \(19m\)](#)

If you have a LinkedIn License check out these resources:

[LinkedIn Learning – The Cure For Impostor Syndrome – \(21m\)](#)

[LinkedIn Learning – Beat Impostor Syndrome With a BRAG Sheet \(3m\)](#)

[LinkedIn Learning – How to Crush Self-Doubt and Build Self Confidence \(21m\)](#)



Q&A/Discussion

<https://thewun.co.uk/>



What's coming up...



Join Founder Jo Butlin on 23rd March 2022 1-2 pm when we discuss

'The importance of PPAs in the growth of renewables' with guest speakers Louise Wapshare CEO Smartest Energy and Adam Clarke, new MD of TEC.



Look out for further events on social media & WUN Website

<https://thewun.co.uk/>



Free WUN Mentoring programme



We are hugely privileged to have some fantastic experienced mentors recently join the WUN mentoring programme.



Nigel
Chapman



Louise
Wapshare



Noella
Filton



Sallyann
Weston Scales



Victoria
Grayson

Visit the WUN website and click on their profile to see if they are the right mentor for you <https://thewun.co.uk/>

WUN Podcast –



Listen to our latest podcast with Dr Sarah McMath, CEO MOSL, who shares the key highlights and learnings over the course of her exciting career in the water sector and the importance of diversity and inclusion in the workplace.

Look out for further podcasts and for those of you that want to explore imposter syndrome further look out for the podcast with Alison Maitland coming soon.



You can follow our podcast on Apple Podcasts, Spotify, Amazon Music and wherever else you get your podcasts – just search “WUN4ALL”.

Or just click through for new website <https://thewun.co.uk/news-blogs/>

<https://thewun.co.uk/>

WUN – Seeking Industry advocates



Can you demonstrate sector knowledge and understanding of the sector?
Have you a passion for driving the mission and values of WUN in the utility's community?

<https://thewun.co.uk/opportunities-at-wun/>

Thank you to all our Partners for their
ongoing support



#WUN Don't forget to follow us for the latest news and updates



Women's Utilities Network

@TheWUN1

WUN helps women connect so we can work together to support one another, share learnings, build confidence and create a better future for women in #utilities!

📍 England 🌐 womensutilitiesnetwork.com 📅 Joined October 2018

77 Following 119 Followers

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Tweets

Tweets & replies

Media

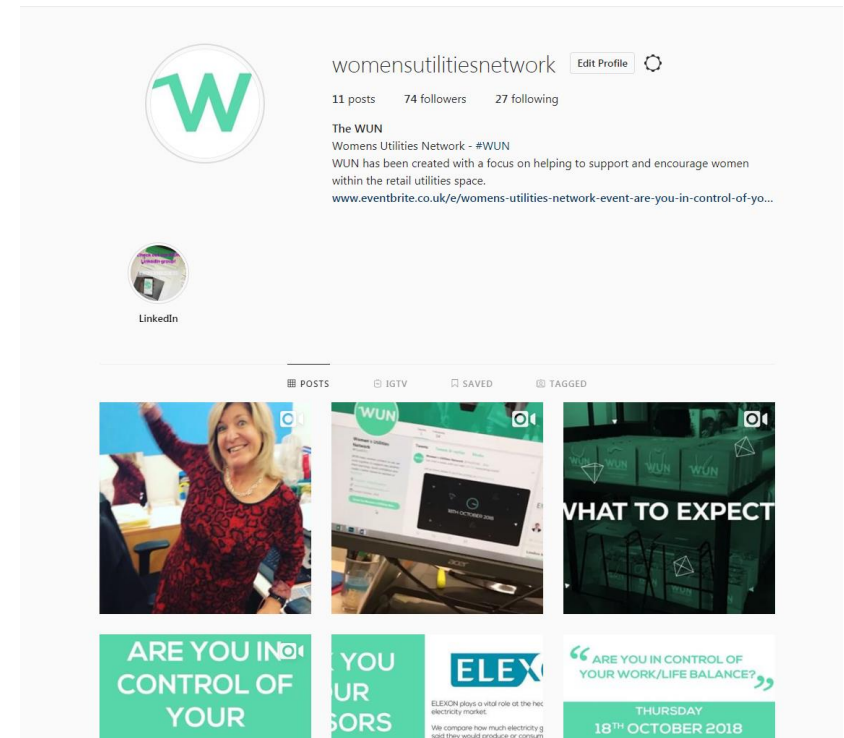
Likes



Women's Utilities Network @TheWUN1 · 22h

Get your tickets to our event quick!

This Thursday is our upcoming WUN event all about Psychometrics...We have



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