

FOR FUTURE-FOCUSED L&D PROFESSIONALS

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TRAINING & DEVELOPMENT

DESIGNING LEARNING WITH IMPACT



KEEP IT HUMAN,
BY KEEPING IT AI
ANDY AZARIA

THE MIND'S ODYSSEY:
LEVERAGING THE NEUROSCIENCE OF
LEARNING TO DRIVE RESULTS
DR BRITT ANDREATTA

UNLOCKING YOUR CAREER POTENTIAL
THROUGH MICROCREDENTIALS
CHERIE DIAZ AND LYNNAE VENARUZZO

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BEYOND THE MASK

FROM SELF DOUBT TO CONFIDENT TRAINER: BOOST SELF BELIEF AND PROFESSIONAL AUTHENTICITY

BY SAM OSBORNE

Trainers, here's the good news: Imposter Syndrome is not a syndrome and you're not being hunted by an imaginary fraud police for faking that you know how to do your job. Get ready for the solution to perfectionism, over-preparing, people-pleasing, and feeling like a phony. Get ready to believe in your expertise and command respect anywhere.



Starting a new professional journey can often come with a bunch of excitement and self-doubt. But what do you do when you've got tons of experience and still feel like you're faking it - and that people are out to expose you! In the dynamic field of training and development, this experience can be particularly pronounced. This article delves into the phenomenon of imposter syndrome and how trainers can dissolve it once and for all.

If you remember one thing from this article, it's this: stop comparing yourself to others and start comparing your daily actions to your highest values.

UNDERSTANDING IMPOSTER SYNDROME

Imposter syndrome is feedback to bring you back into alignment with your authentic self. Imposter syndrome is commonly mistaken for a clinical syndrome. In reality, it is a psychological state characterised by persistent self-doubt despite evident success.

Professionals grappling with it often fear being unmasked as frauds, believing their achievements are merely the result of deceiving others into thinking they are competent. This experience affects all professionals, irrespective of their occupation, industry or position. However, as you may be aware, training professionals are susceptible to it too.

My transition from a 15-year career as a school teacher to an education coordinator for a peak professional association in the strata industry (think owners corporations) has been an excellent test for my self-belief. Stepping into this role in June 2023, I was acutely aware of my limited industry knowledge.

However, the role demanded I quickly adapt to organising the training events for business directors, managers, lawyers, and others in the strata industry.

This was the kind of situation where imposter syndrome typically thrives, yet I found strength in a unique approach: The Demartini Method.

THE DEMARTINI METHOD

Human behaviour expert, Dr John Demartini presents a revolutionary perspective on imposter syndrome. He suggests that this feeling surfaces when individuals live out of alignment with their highest values, and instead attempt to inject the values of others into themselves and live up to those values, essentially, trying to be someone you're not.

Additionally, imposter syndrome is feedback that a person is judging and comparing themselves (often unrealistically) to another specific individual, and seeing them as perfect and ideal, leading to thoughts of not being good enough, or an imposter.

The Demartini Method involves a series of questions and exercises designed to dissolve polarised emotions, to break through unrealistic ideals about others, and balance our perspective about life and who we truly are. The Demartini Method not only dissolves feelings of being an imposter but also enhances authenticity and self-confidence.

The Demartini Method helps us identify and honour our highest values, distinct from societal expectations or external influences. By living in harmony with these values, we become more authentic, confident, and effective in our roles. This alignment is key in overcoming feelings of inadequacy and self-doubt inherent in imposter syndrome.

Contrary to being a negative experience, imposter syndrome can be seen as feedback. It prompts training professionals to introspect and realign with their values,



priorities and what is most meaningful to them. It's here in this state that we tap into unlimited self-belief and can command respect anywhere. Understanding and living according to our values not only benefits us but also enhances our ability to train and empathise with others effectively.

THE NEUROSCIENCE OF VALUES ALIGNMENT

Neuroscientifically, when we align our actions with our highest values, it has tangible effects on our brain chemistry. It facilitates the flow of blood, glucose, and oxygen from the amygdala to the neocortex, enhancing neural efficiency and cognitive functions like decision-making, mood, and memory. This biological response underscores our innate drive to act in accordance with our highest values.

CONCLUSION: APPRECIATE IMPOSTER SYNDROME

Demartini often says maximum growth occurs at the border between maximum challenge and maximum support. This means we need an equal amount of challenge and support if we want to develop. Imposter syndrome, though often perceived as mostly a

challenge, can also be perceived as a support (or feedback) to bring us back into alignment with who we really are.

Imposter syndrome is an invitation to introspection and realignment with our true values. As training

professionals, acknowledging and navigating through our imposter syndrome is crucial for our growth and effectiveness. By embracing this journey, including our doubts and perceived shortcomings, we pave the way towards becoming more empathetic and impactful educators.

In conclusion, imposter syndrome in the training and development field is not a barrier but a beacon, guiding us towards a more authentic and fulfilling professional life. By understanding and applying

insights from the Demartini Method and embracing our true values, we can transform the challenge of imposter syndrome into a powerful catalyst for personal and professional growth.

So, remember: imposter syndrome is feedback to bring you back into alignment with your authentic self.

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Self Worth Sam is an Imposter Syndrome expert. He has over 20 years combined experience as an entertainer, school teacher, and trainer in Australia, Germany and the USA. Visit <http://love.selfworthsam.com> for free resources to overcome Imposter Syndrome.