

## THE 5 TYPES OF IMPOSTORS

People who feel like impostors hold themselves to unrealistic, unsustainable standards of competence. In Dr. Valerie Young's research with hundreds of thousands of people from a wide range of occupations and at all phases of their careers, five different types emerged — each with its own unique focus:



### THE PERFECTIONIST

- Primary focus on “how” something is done, how the work is conducted and how it turns out.
- One minor flaw in an otherwise stellar performance or 99 out of 100 equals failure, shame.



### THE EXPERT

- The knowledge version of the Perfectionist, the primary concern is on “what” and “how much” you know or can do.
- Because you expect to know everything, even a minor lack of knowledge brings failure and shame.



### THE SOLOIST

- Cares mostly about “who” completes the task.
- Because you think you should be able to do it all on your own, needing help, tutoring, or coaching is a sign of failure that evokes shame.



### THE NATURAL GENIUS

- The Natural Genius also cares about “how” and “when” accomplishments happen. But for you, competence is measured in terms of ease and speed.
- The fact that you have to struggle to master a subject or skill or that you're not able to bang out your masterpiece on the first try equals failure which evokes shame.



### THE SUPERHUMAN

- The SuperHuman measures competence based on “how many” roles you can both juggle and excel in.
- Falling short in any role — as a parent, partner, on the home-front, friend, volunteer — all evoke shame because you feel you should be able to handle it all — perfectly and easily.