

Little Moves BIG CONVERSATIONS

EPISODE 6

FRAUD THOUGHTS AND FUNKY FEELINGS

Overcoming Imposter Syndrome and Self-Doubt at Work

OVERVIEW: THE BOLD MOVE BRIEF

30 minutes | No slides | No fluff | Just one bold shift.

This is for team leaders to run simple, honest conversations with their teams. Think of it as a great coaching moment wrapped in psychological safety. It works best when it's real, raw, and slightly uncomfortable (in the best way).

THE SPARK (5 MINUTES)

START HERE. Say this out loud:

"Let's talk about imposter syndrome - the funky kind of self-doubt that sneaks in right after you've done something bold, brilliant, or totally outside your comfort zone.

The truth is, even high performers feel it.

It doesn't mean you're failing, it means you're stretching.

So today we're going to name the gremlins, shrink the shame, and have a real conversation about how we move anyway."

Then ask your team:

- "When was the last time you felt the wobbles?
- OR
- "What does imposter syndrome look or sound like in our team, and what happens when no one talks about it?"

THE REFLECTIVE THINK (5-7 MINUTES)

Write this on a whiteboard or flipchart:

"What's one gremlin thought you've had recently, and what might it actually mean?"

(Optional: Print or reference the Gremlin Translator from the Name Your Gremlin worksheet)

Ask the team to:

- Write down one imposter-y thought that's been whispering in their ear.
- Translate it using logic, humour, or curiosity.
- Share one if they feel brave. (You go first to model it.)

Bonus Challenge:

"What would change if we all acted before we felt 'ready'?"

And 'what support do you need from me to help you feel more confident?"

**MAKE
YOUR
AMBITION
VISIBLE.**

THE MOVE MAKER (10-12 MINUTES)

AIR OR SMALL GROUP EXERCISE:

"Think about a time when you moved forward even though you felt full of self-doubt. What happened? What helped you do it anyway?"

Then discuss:

- What gremlin showed up at the time?
- What did that experience teach you?
- What small move helped you keep going anyway?
-

As the leader, share your own messy moment. Maybe a time you applied, spoke up, led, or pitched before you felt qualified, and survived.

THE BOOSTER ROUND (3-5 MINUTES)

ASK YOUR TEAM:

"What's coming up for any of you that might trigger impostery thoughts?
What will be your tiny, bold move when it hits? AND
What can we do as a team to support you in this?"

Write their responses on the board or sticky notes.
Snap a photo. Use it as a check-in later.

OPTIONAL: FOLLOW UP CHEEKY NUDGE

GOAL: TO REMIND THE TEAM THAT YOU ARE SERIOUS ABOUT SUPPORTING THEM AND ENCOURAGING THEM TO FOCUS ON THEIR COMMITMENTS

Reminder: if your brain's shouting "you're a fraud," it probably means you're on the edge of growth. So this is your nudge: Say the thing. Ask the question. Apply. Stretch. You're learning it. And that's leadership in motion. I'm here if there is anything you need from me as support - just let me know.

FAQ's & quick tips

BRAVE CONVERSATIONS, MADE BRILLIANTLY SIMPLE.

WHAT IS THIS?

It's a ready-made, low-prep discussion guide to help you run bold, honest, high-trust conversations with your team, each one tied to an episode of the Little Moves, Big Careers podcast.

Each one takes 30 minutes or less.

No slides. No jargon. Just real talk that builds clarity, trust, and confidence.

WHO'S IT FOR?

- Managers who want to grow their team, not just manage tasks
- Teams that are busy, bright, and often too quiet about what they need
- Anyone trying to create a more open, curious, and high-performing culture

DO I HAVE TO BE AN EXPERT?

Nope. You just need to be honest.

You're not delivering a TED Talk, you're creating space. These sessions are designed to feel like a team coffee with purpose.

EVEN IF YOU'RE THE ONE WHO'S MADE THE MISTAKES MENTIONED IN THE EPISODE... THAT'S OK. OWN IT. THAT'S HOW TRUST BUILDS.

WHAT IF THIS FEELS A BIT... AWKWARD?

It might and that's normal.

But remember: safe doesn't mean silent.

Growth happens in the "slightly uncomfortable but very real" zone. These sessions give you a script, a structure, and a shared language — so no one's freestyling.

HOW DO I PREP?

1. Listen to the episode or scan the Bold Move Brief
2. Print the conversation sheet or write the key question on a whiteboard/ flipchart
3. Invite the team. Let them know it's 30 mins, focused, and not performance review-y
4. Run it. Follow the four sections: Spark, Reflect, Move Maker, Booster
5. Send a follow-up nudge - we even give you the words

ANY TIPS FOR KEEPING IT FLOWING?

Top 5 Manager Moves:

1. Share first - model the behaviour, don't just ask for it
2. Keep it light at the start - a bit of humour goes a long way
3. Use a whiteboard or Post-its - visual = safe and clear
4. Timebox it - if people know it ends in 30 mins, they'll lean in
5. Don't fill the silences - give people space to think, then speak

FINAL REMINDER:

You don't have to have all the answers. Your job is to make it safe to ask better questions - the kind that lead to better performance, stronger trust, and way fewer "lumps under the carpet."

**YOU'VE GOT THIS.
AND WE'VE GOT YOU.**