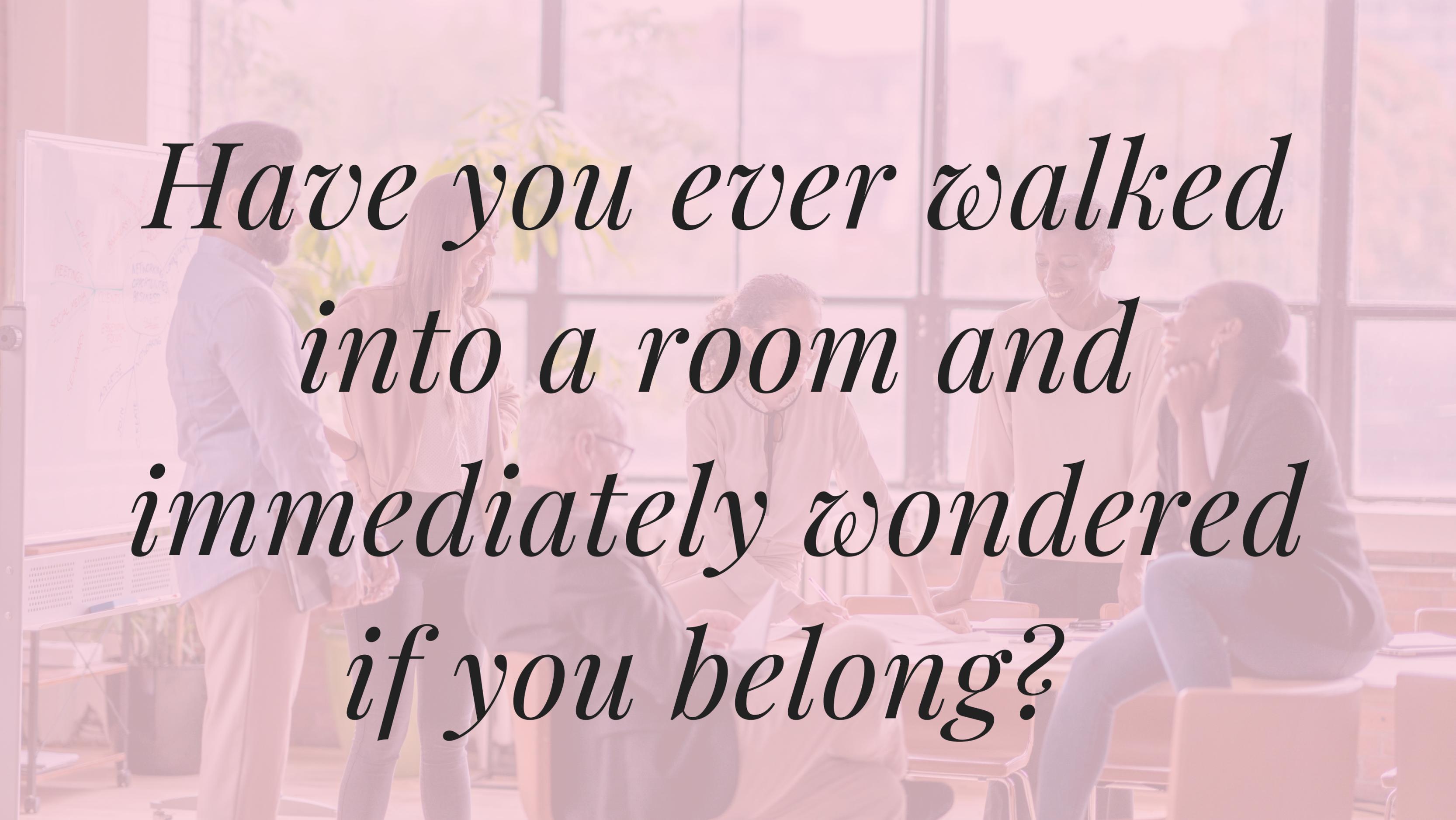


IMPOSTER SYNDROME,
CONFIDENCE, GENERATIONAL
DIFFERENCES, IMPACT &
STRATEGIES

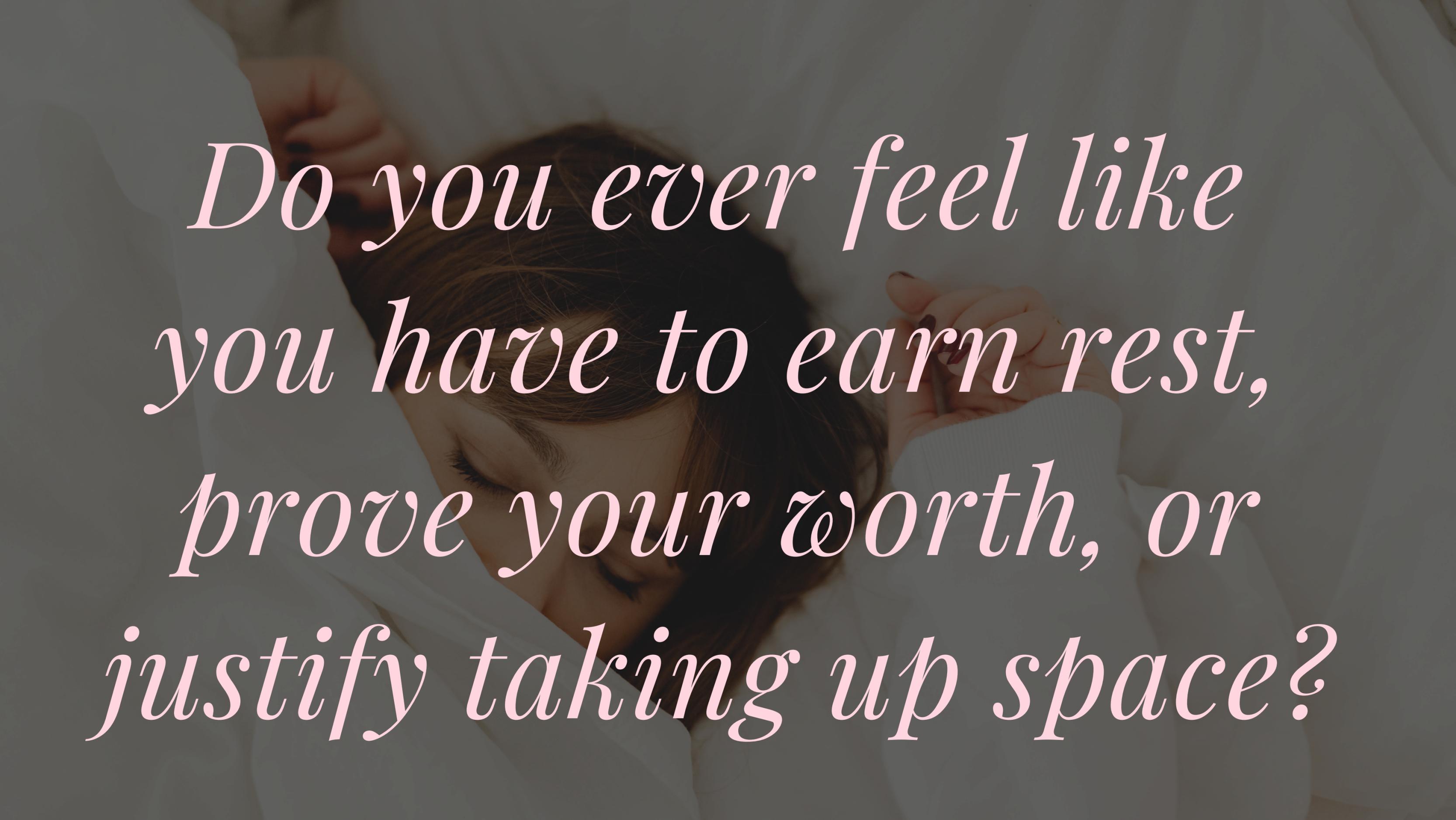
PSYCHOLOGY IN THE WORKPLACE

Dr. Kasi Lacey



A group of diverse business professionals are gathered in a meeting room. In the background, a whiteboard displays a mind map with various business-related terms. The scene is brightly lit, suggesting a large window or glass wall. The overall atmosphere is professional and collaborative.

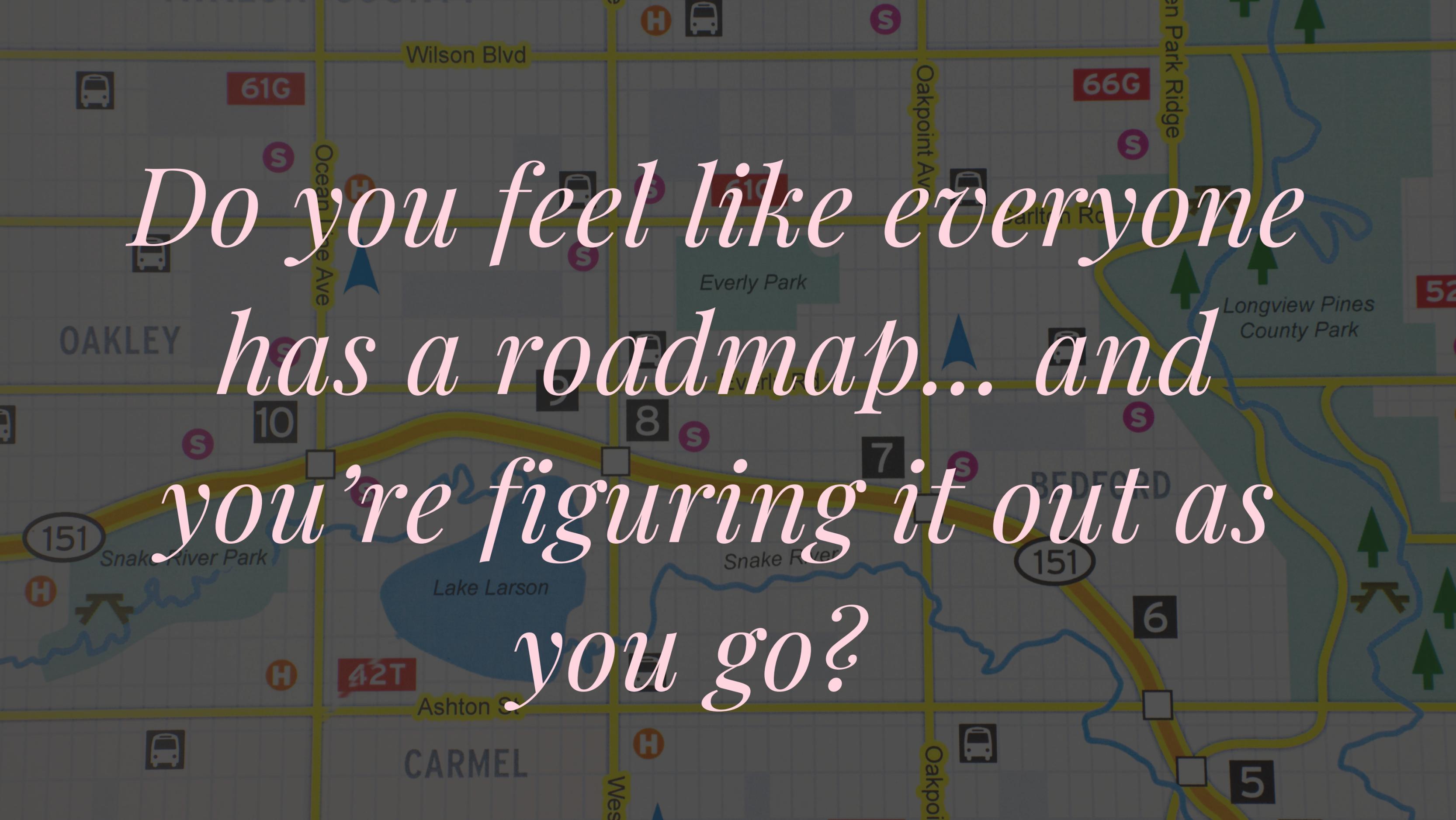
*Have you ever walked
into a room and
immediately wondered
if you belong?*

A woman with dark hair is shown from the chest up, her head buried in her hands. She appears to be in a state of distress or exhaustion. The background is a soft, out-of-focus light color. The text is overlaid on the image in a white, elegant serif font.

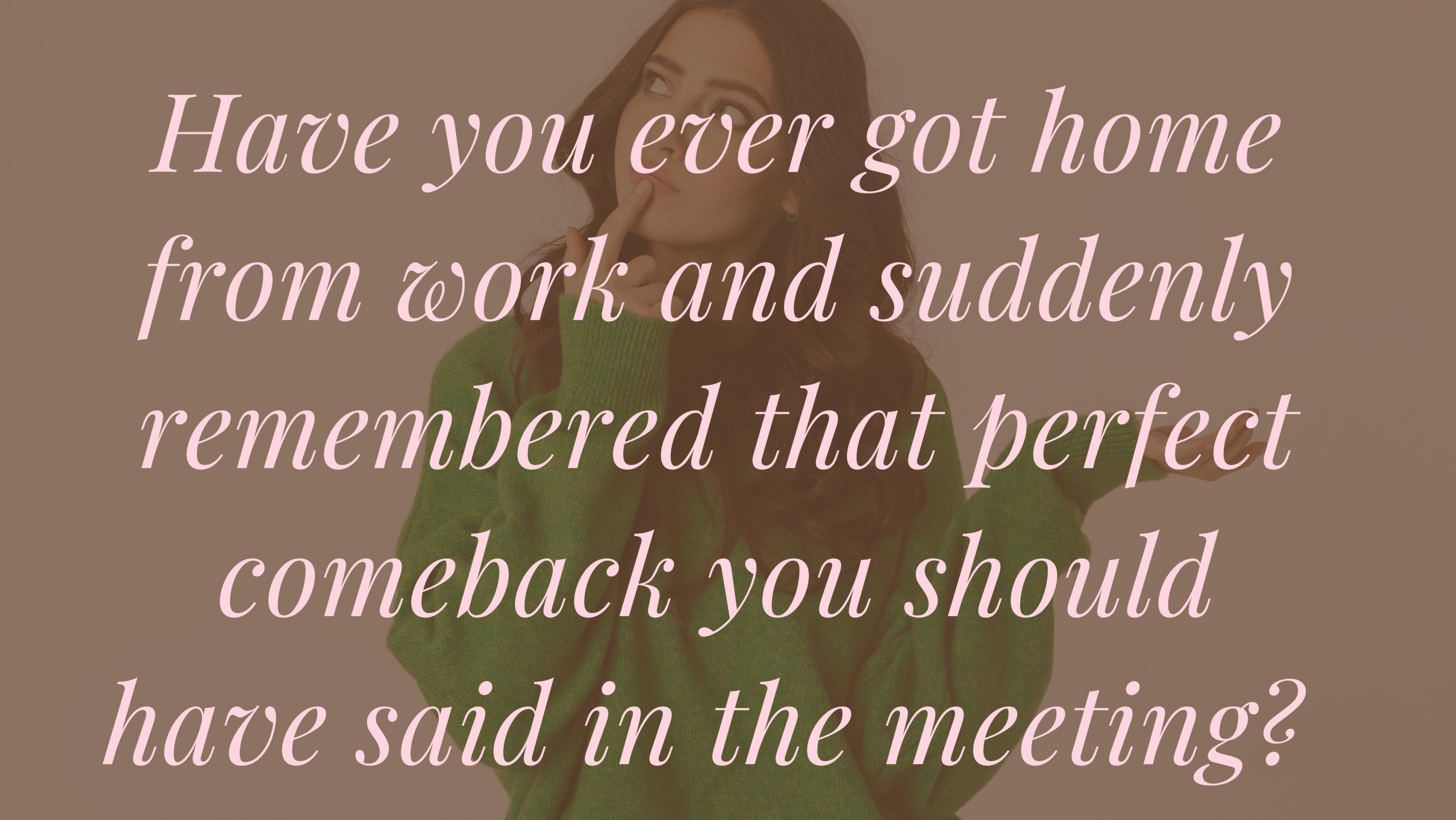
*Do you ever feel like
you have to earn rest,
prove your worth, or
justify taking up space?*



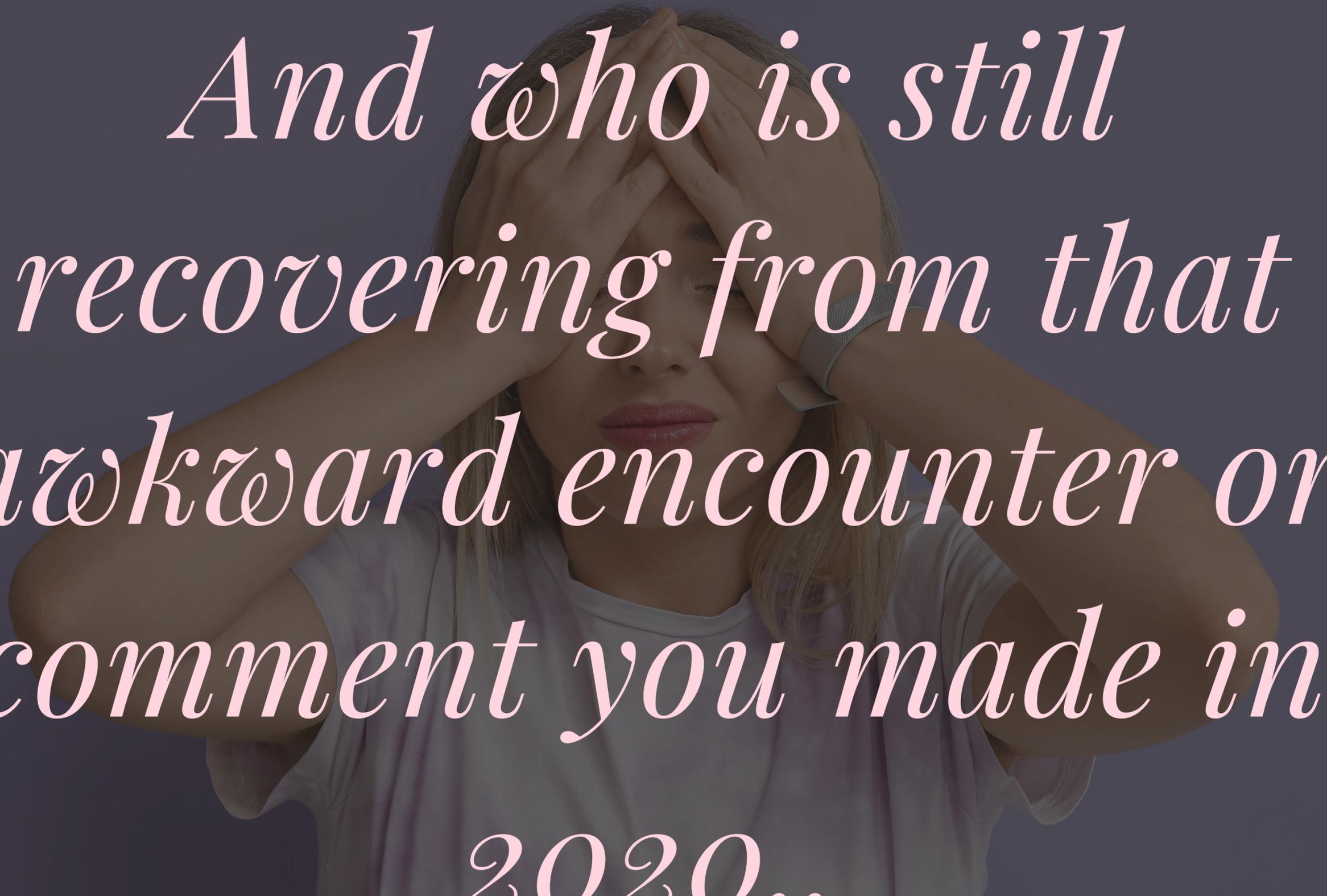
*Who in here has achieved
something big... and
instead of celebrating,
immediately minimized
and assumed it was luck?*

A stylized road map of the San Jose area, featuring a grid of roads and various landmarks. The map is overlaid with a semi-transparent white text box containing a question. The text is written in a white, elegant cursive font. The background map shows major roads like Wilson Blvd, Ocean Line Ave, and Highway 151. Landmarks such as Lake Larson, Snake River Park, and Longview Pines County Park are also visible. The map uses a color palette of greens, blues, and greys, with red and black markers for specific points of interest.

*Do you feel like everyone
has a roadmap... and
you're figuring it out as
you go?*

A woman with long dark hair, wearing a green sweater, is shown in a thoughtful pose with her hand to her chin. The background is a soft, neutral tone. Overlaid on the image is white text in a cursive font.

Have you ever got home from work and suddenly remembered that perfect comeback you should have said in the meeting?

A woman with long blonde hair, wearing a white t-shirt and a grey watch, is covering her face with both hands. She has a distressed or embarrassed expression. The background is a solid dark grey color.

*And who is still
recovering from that
awkward encounter or
comment you made in
2020..*

90000,

Dr. Kasi Lacey

Introduction

**KEYNOTE SPEAKER
CONFIDENCE COACH**

Psychologist | Former VP & Professor

- I'm determined to help individuals find their voice, speak with confidence in every room, from team meetings, boardrooms, to big stages, while leading with authenticity. Because when more professionals use their voices, workplaces, communities, and conversations change for the better.
- Mom of two girls (8 & 3), originally from Texas, crown straightener, and recovering perfectionist and people-pleaser, showing every day that confidence is built, not born.



GENERATIONAL DIFFERENCES

STRENGTHS & CHALLENGES

Generational Impact on the Workplace

Baby Boomers (1946-1964)

Value loyalty, hard work, hierarchy, and stability. Formal communication (thank you note).

Generation X (1965-1980)

Pragmatic, adaptable, and independent. Direct email or phone, respectful.

Millennials (1981-1996)

Value flexibility, continuous learning, collaboration, and purpose-driven work. Motivated by impact, texting, emails with emojis, collaborative.

Generation Z (1997-Present)

Value diversity/inclusion, authenticity, tech-first, and sense of belonging in workplace. Prefer fast, visual communication.

Strengths of Younger Professionals

**ADAPTIVE & FAST
LEARNERS**

**EMOTIONALLY
INTELLIGENT**

PURPOSE DRIVEN

**COLLABORTIVE &
INCLUSIVE**

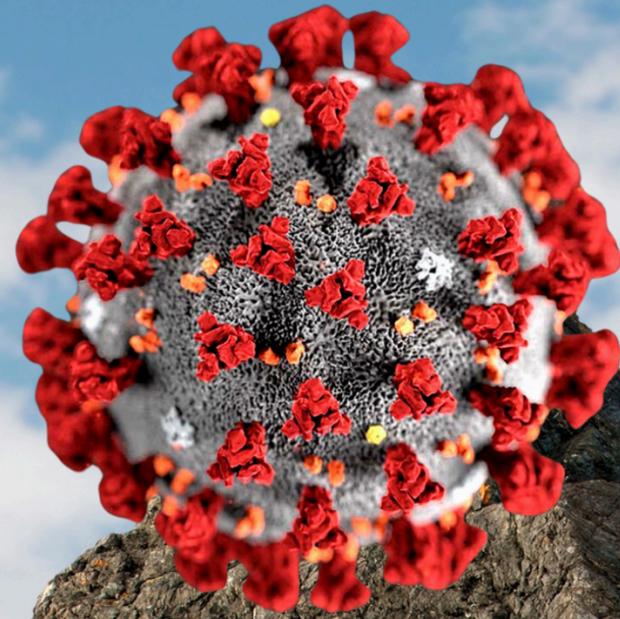
**TECH FLUENT &
ENTREPRENEURIAL**

Common Misunderstandings



- “Entitled” → Actually want clarity & coaching
- “Don’t want to work hard” → Want purposeful work
- “Too sensitive” → Emotionally aware
- “Addicted to phones” → Digital multitasking
- “Expect promotions too fast” → Want growth markers

IMPACT PANDEMIC



BURNOUT

Chronic physical and emotional exhaustion, often caused by prolonged stress and workplace demands



Technology & AI Are Reshaping Work

- Younger pros learn tools fastest
- AI as a partner, not a threat
- Productivity through automation
- Transparency expectations
- Information overload & decision fatigue





Extrinsic/External
Performance reviews,
salary, bonuses, and
promotions.

Motivation



Intrinsic/Internal
Personal Growth,
Sense of Purpose,
and Passion.

Maslow's hierarchy of needs

A classic psychological framework from Abraham Maslow.

BiteSize Learning





*How a Lack of
Confidence Shows Up
at Work*

Ways Lack Confidence May Show Up

**AVOIDING DIFFICULT
CONVERSATIONS**

**OVER-APOLOGIZING OR
UNDERMINING YOURSELF**

**NOT ASKING FOR WHAT
YOU NEED**

**LETTING OTHERS
DOMINATE
CONVERSATIONS**

**WITHHOLDING FEEDBACK,
OR USING SOFTENING
LANGUAGE**

READING INTO EVERYTHING

I M P O S T E R

AVERAGE

FINE

ACCEPTABLE

AVERAGE

GOOD

OKAY

GOOD

FINE

OKAY

PERFECT

POOR

AVERAGE

FINE

POOR

GOOD

POOR

ACCEPTABLE

GOOD

A woman with long brown hair is shown from the chest up, wearing a light-colored long-sleeved shirt. She has her hands pressed against her face, completely covering her eyes and nose. The background is a plain, light-colored wall. The overall mood is one of distress or anxiety.

*Perfectionism is fear
and control – not
ambition or
competence.*



A woman with her hair in a bun, wearing a pink sweater, has her hands clasped in prayer and a look of concern or worry. The background is a soft, light green.

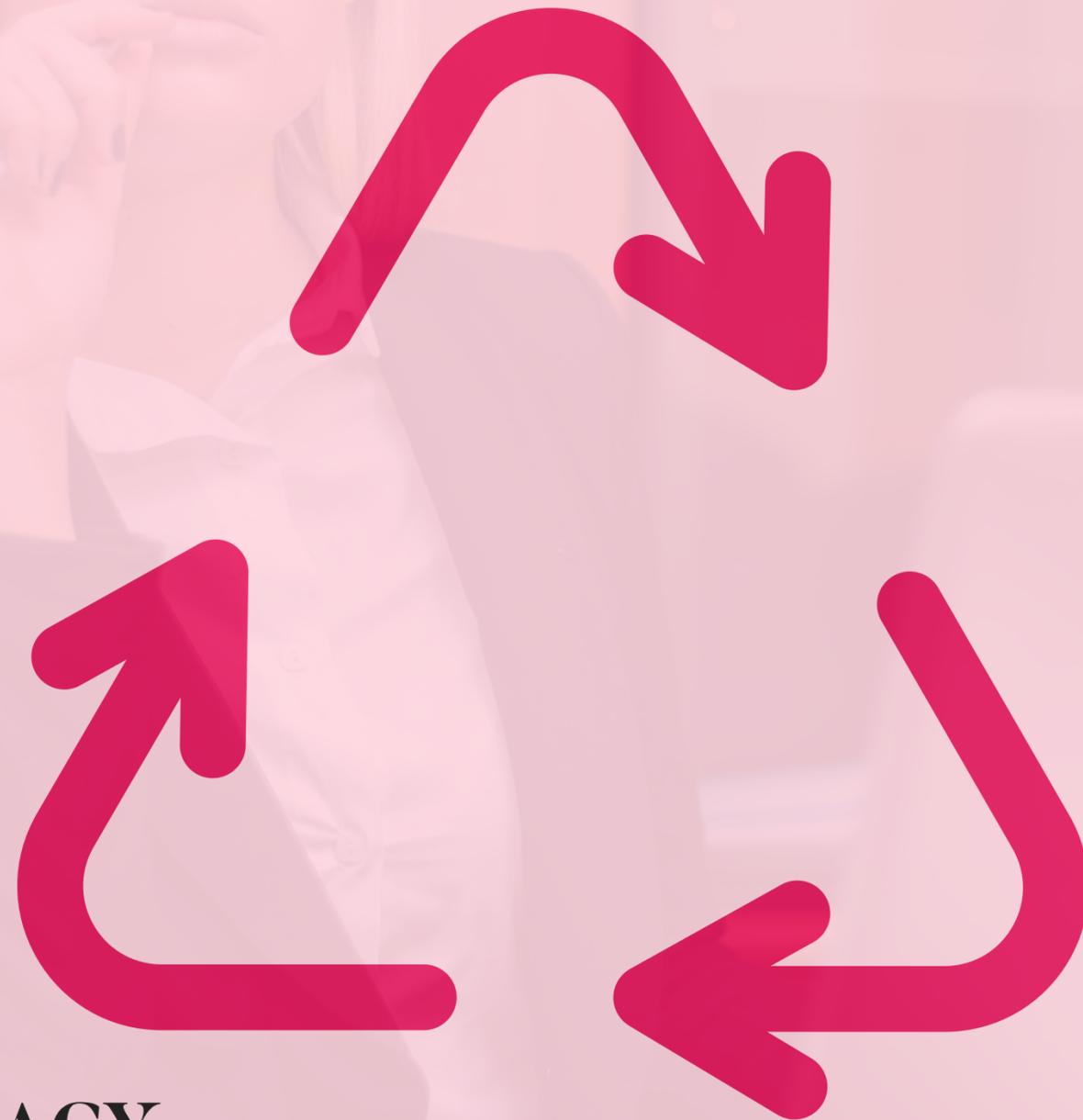
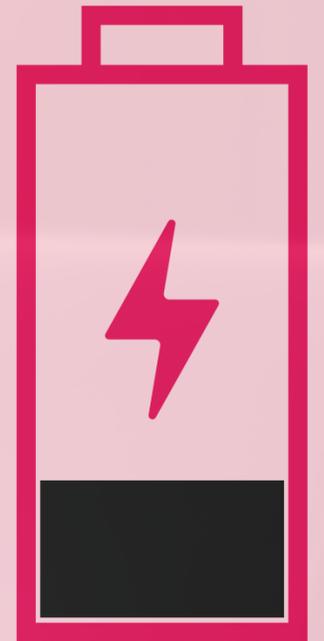
*People pleasing looks
like kindness,
but it's really
self-abandonment.*

COMPARISON IS THE
THIEF OF
CONFIDENCE

DO IT YOUR WAY

EXHAUSTION

(physical, emotional, and mental depletion)



REDUCED EFFICACY

(feel ineffective, helpless, doubt impact)

CYNICISM

(dissociation, detachment, negativity)

GOOD
NEWS

Confidence is...

A SKILL

Not a personality trait



*Individual
Strategies
For
Overcoming
Imposter
Syndrome*



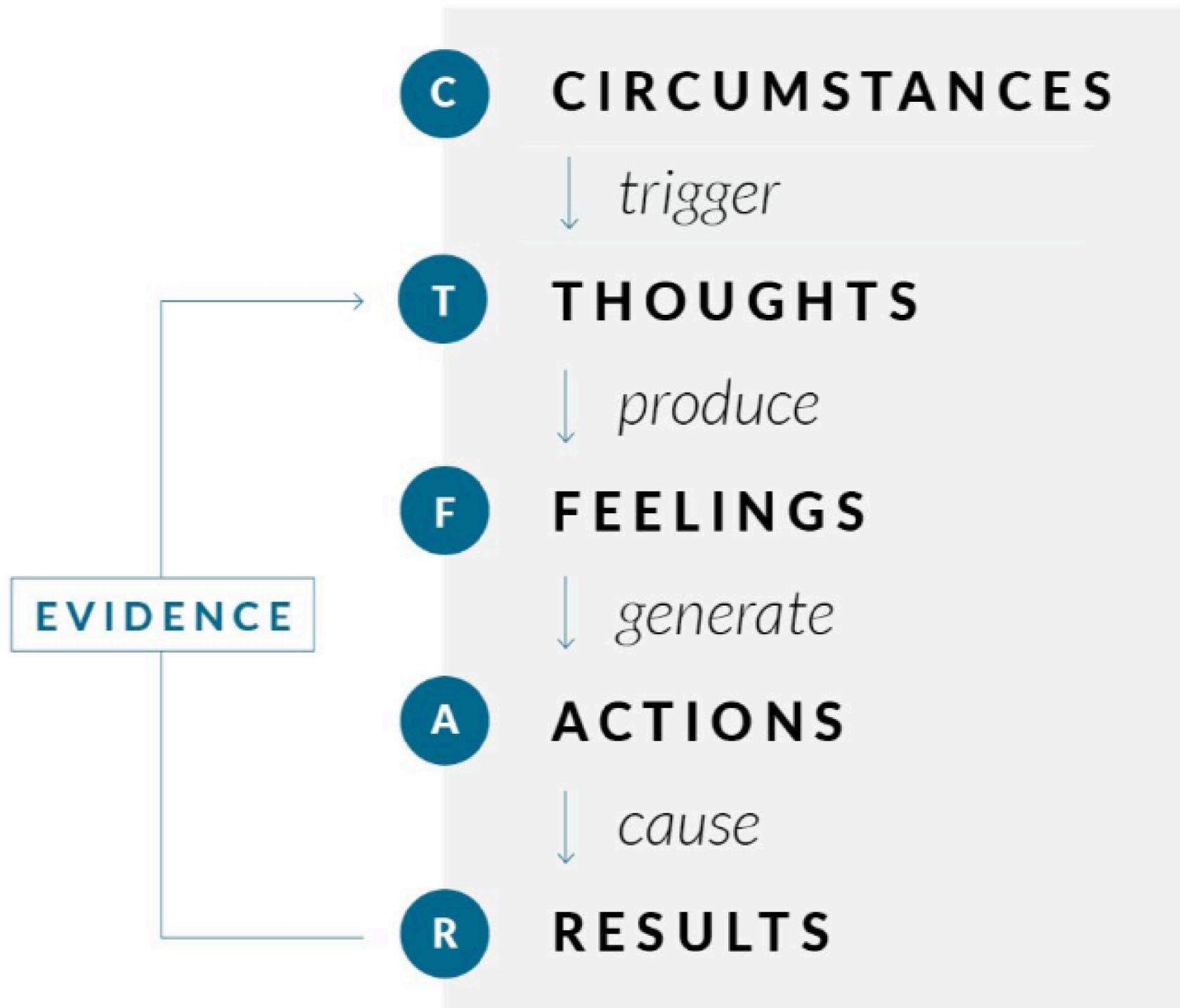
Name It to Tame It

You can't address a problem if you do not recognize or acknowledge it.



Challenge Negative Self-Talk

Practice positive self-talk and/or start with neutral statements to reduce feelings imposter syndrome.



Overcoming Imposter Syndrome



Stop Comparing
Yourself to
Others



Own Your
Expertise

THANK
YOU!

Accept
Compliments

Overcoming Perfectionism



**Progress
Over
Perfection**



**Set
Realistic
Expectations**



**Celebrate
Imperfect
Wins**

TRACK
YOUR
WINS



REVIEW
REGULARLY

GRATITUDE
GROWTH
JOURNAL

Brag Book

List the big and small wins, write
down your daily, weekly, year wins
and review this list regularly.



NETWORKING
& RELATIONSHIP
BUILDING

CREATING AUTHENTIC CONNECTIONS

A close-up photograph of a person's hand holding a fan of US dollar bills. The bills are fanned out, showing denominations of 5, 10, 20, and 50 dollars. The hand is positioned in the center, with fingers gently gripping the edges of the bills. The background is softly blurred, showing what appears to be a wooden surface and a white object. Overlaid on the center of the image is the text "YOUR NETWORK IS YOUR NETWORTH" in a bold, dark blue, sans-serif font, arranged in three lines.

**YOUR NETWORK
IS YOUR
NETWORTH**

Types of Mentors (You Don't Just Need 1)

1

The Career Strategist

2

The Skill Builder

3

The Connector

4

The Cheerleader

5

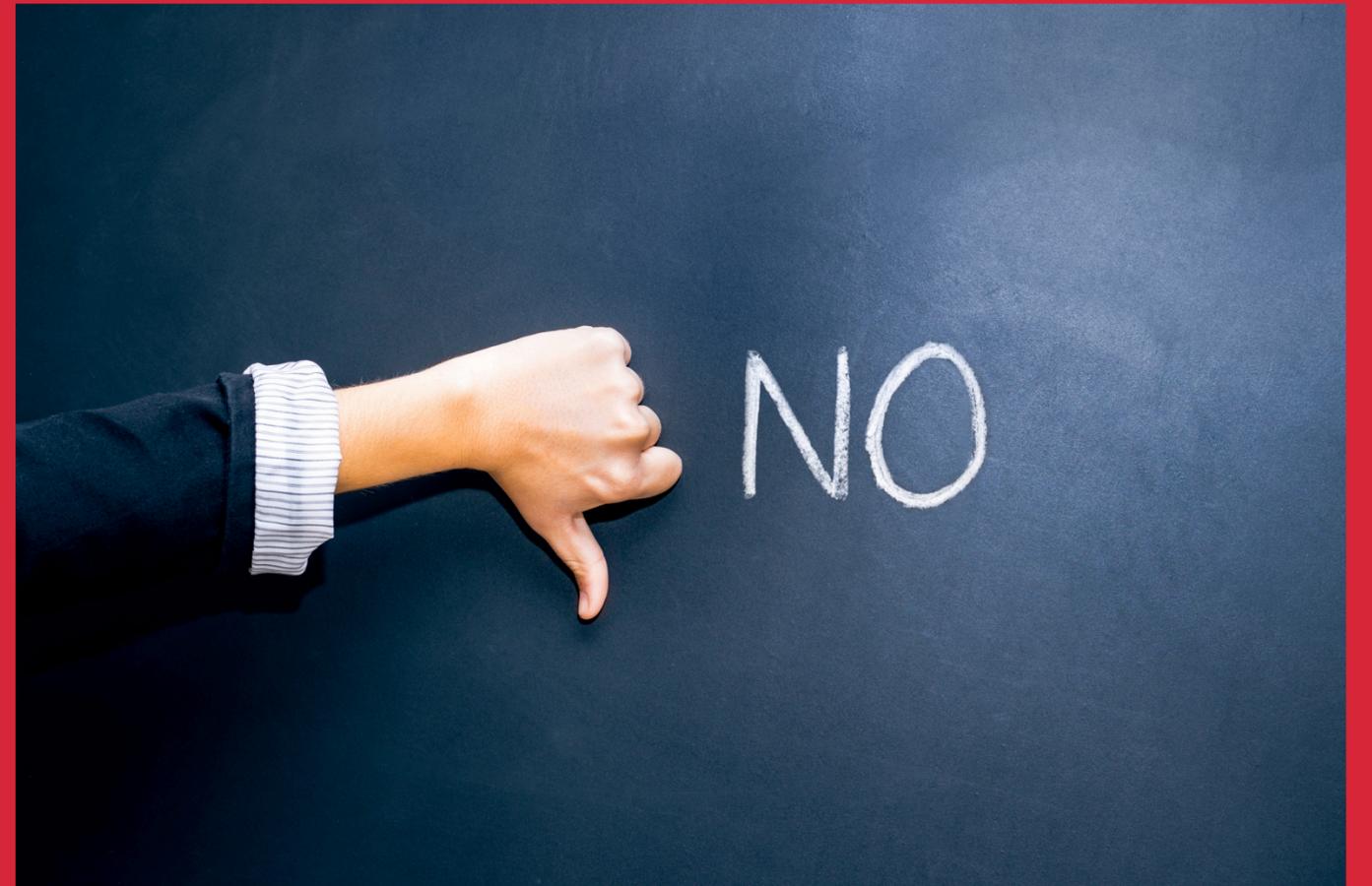
The Truth Teller

Burnout BINGO



Burnout Prevention

Worked through lunch (again) or forgot	Said yes when you wanted to say no	Took “mental health day” to catch up on work	Overprepped for a meeting that got cancelled	Answered emails on vacation
Stayed late to fix someone else’s mistake	Checked work email before getting out of bed	Said “I’m fine” when you absolutely were not	Felt guilty about taking a day off	Thought “I don’t have time to rest”
Beat yourself up over one small mistake	Heard “You’re too much” and tried to be less	Burnout is not a badge!	Ignored 15 unread texts from friends	Googled “how to stop burnout”
Forgot to go to the bathroom and then it was urgent	Did someone else’s job “because it’s faster”	Stayed Quiet in a meeting to avoid conflict	Apologized for something that was not your fault	Measured your worth by your “productivity”
Need external validation to feel accomplished	Put others on a pedal stool (they are smarter better)	Thought “If I slow down it will all fall apart”	Said “I’ll feel better after a glass of wine”	You recharge your phone more than yourself



Master the “Ates”



Mastering the “ATES” Burnout Prevention

1

Eliminate what drains

2

Automate what repeats

3

Delegate what can be shared

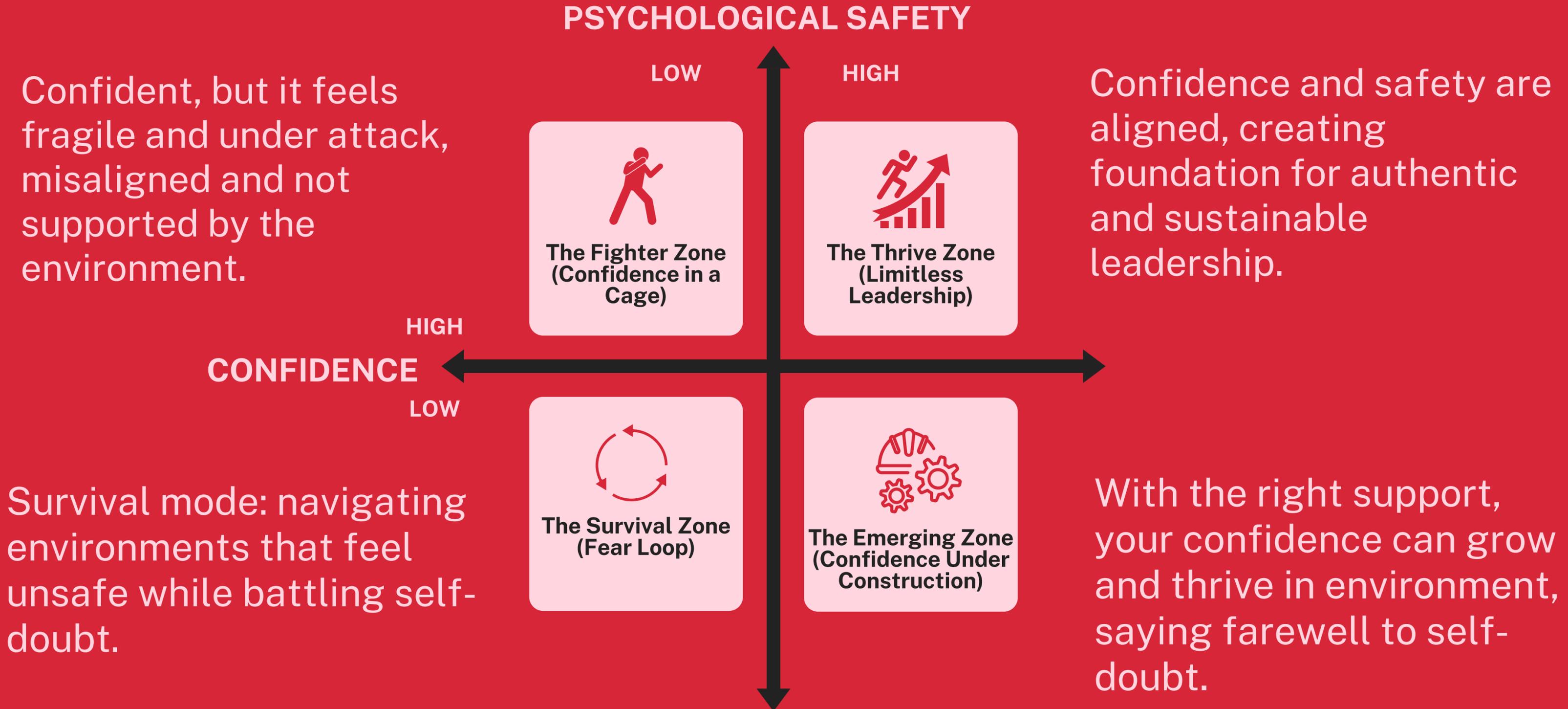
4

Negotiate what needs adjusting

5

Appreciate what's working

Leadership Alignment: Where Confidence Meets Safety



Psychological Safety

“IT IS A SHARED BELIEF AMONG A TEAM OR ORGANIZATION THAT PEOPLE ARE SAFE TO SHARE THEIR IDEAS, CONCERNS, AND QUESTIONS”



What Organizations Can Do to Combat Imposter Syndrome



**Normalize/Model
Appropriate
Vulnerability &
Self-Awareness**



**Strengths Based
Feedback &
Mentorship**



**Validate Emotions,
Celebrate Effort &
Not Just Outcomes**

Tools to Combat Compassion Fatigue and Build Psychological Safety & Resilience



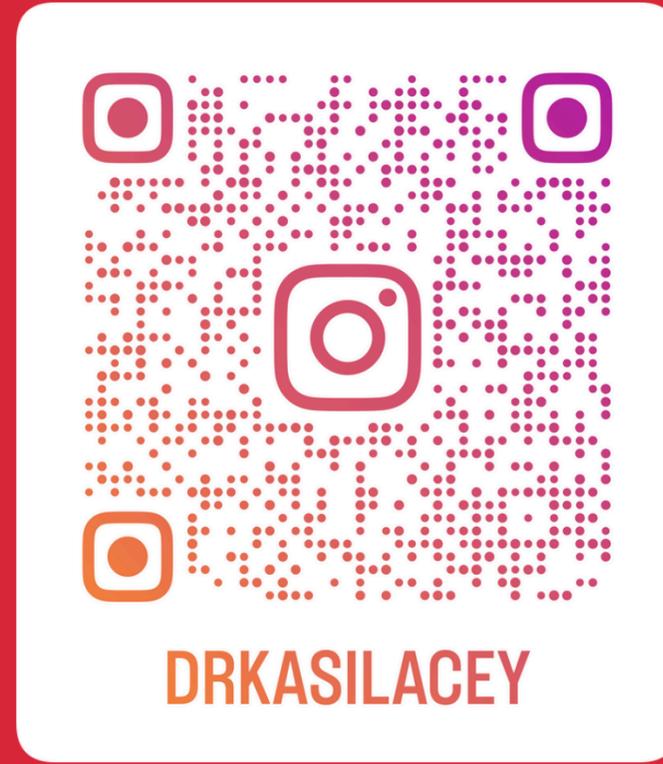
**Encourage Help
Seeking & Growth
Mindset**



**Address Biases &
Stereotypes**



**Mentor,
Coaching, & Training
Programs**



LinkedIn







H & L Legacy Consulting, LLC



Dr. Kasi LACEY



Keynote Speaker Psychologist & Confidence Coach

SERVICES



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- ✓ Keynote Speaking
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