

1. Self-Doubt: Frequent questioning of your abilities and persistent feelings of being inadequate or unqualified.
a. Mild: Occasional doubts that can be managed with self-reflection and support.
b. Moderate: Regular doubts that affect confidence and require conscious effort to overcome.
c. Severe: Constant self-doubt that significantly hinders productivity and well-being.
2. Perfectionism: Setting unrealistically high standards for yourself and feeling like a failure when you fall short.
a. Mild: Striving for excellence but able to accept reasonable levels of imperfection.
b. Moderate: Demanding near-perfection and experiencing distress when expectations are not met.
c. Severe: Extreme perfectionism leading to excessive stress, burnout, and a constant fear of failure.
3. Fear of Evaluation: Persistent anxiety and fear of being exposed as a fraud when your work is evaluated by others.
a. Mild: Occasional nervousness or concern about feedback but able to manage it effectively.
b. Moderate: Regular fear and discomfort in situations requiring evaluation or feedback.
c. Severe: Overwhelming fear and avoidance of any situation involving evaluation or criticism.
4. Discounting Achievements: Minimizing or dismissing your accomplishments and attributing success to luck or external factors.
a. Mild: Occasionally downplaying achievements but recognizing personal contributions.
b. Moderate: Frequently undervaluing achievements and struggling to internalize success.
c. Severe: Consistently dismissing accomplishments and feeling unworthy of recognition or praise.
5. Overworking and Overpreparing: Engaging in excessive work or preparation to compensate for perceived inadequacy.
a. Mild: Occasional tendencies to overwork or overprepare but with awareness and self-regulation.
b. Moderate: Regularly working excessively or obsessively preparing to alleviate imposter feelings.
c. Severe: Chronic overworking and excessive preparation that negatively impacts well-being and relationships.

The Imposter Syndrome Scorecard

Use this Scorecard to see if you suffer from mild, moderate or severe imposter syndrome. This scorecard is meant to give you a general idea of your level of imposter syndrome, not an official diagnosis.

Instructions:

Select the answer that best describes your feelings of imposter syndrome for each of the 5 statements

Results:

3 or more a's: mild imposter syndrome

3 or more b's: moderate imposter syndrome

3 or more c's: severe imposter syndrome

**The above rate card is a conceptual tool to help assess the severity of imposter syndrome symptoms. It is not a diagnostic tool and should not replace professional assessment or guidance.

1. Inclusion: The extent to which individuals feel welcomed, valued, and included within the organization.
High: A culture that actively promotes diversity, equity, and inclusion, where individuals from all backgrounds feel respected and included.
Moderate: Some efforts towards inclusion, but areas for improvement in fostering a more inclusive environment.
Low: Limited or ineffective efforts to create an inclusive culture, resulting in individuals feeling excluded or marginalized.
2. Psychological Safety: The degree to which individuals feel safe to express their ideas, take risks, and be themselves without fear of negative consequences.
High: A culture that encourages open communication, respects diverse perspectives, and fosters a sense of trust and safety among team members.
Moderate: Some elements of psychological safety exist, but there are areas where individuals may hesitate to speak up or take risks.
Low: A lack of psychological safety, with individuals feeling afraid to voice their opinions or share their authentic selves due to potential negative outcomes.
3. Sense of Belonging: The level of connection and acceptance individuals feel within their teams and the broader organizational community.
High: Individuals feel a strong sense of belonging, being valued for their unique contributions and experiencing a supportive network of colleagues.
Moderate: Some sense of belonging exists, but there are opportunities to enhance connections and foster a greater sense of community.
Low: Limited sense of belonging, with individuals feeling isolated or disconnected from their colleagues and the organization as a whole.
4. Opportunities for Collaboration: The availability of collaborative spaces, projects, and initiatives that facilitate teamwork and foster a sense of belonging.
High: Ample opportunities for collaboration, including cross-functional teams, collaborative projects, and a culture that values teamwork.
Moderate: Some collaborative opportunities exist, but there is room for improvement in creating more inclusive and collaborative environments.
Low: Limited or insufficient opportunities for collaboration, hindering the development of a sense of belonging and collective success.
5. Supportive Leadership: The extent to which leaders demonstrate empathy, provide support, and actively foster a culture of belonging.
High: Leaders who prioritize employee well-being, demonstrate empathy, and actively promote a sense of belonging through their actions and decisions.
Moderate: Some leadership support exists, but there is room for improvement in terms of demonstrating inclusive leadership behaviors.
Low: Lack of supportive leadership, with leaders who do not prioritize or actively foster a culture of belonging, resulting in negative impacts on employee well-being.

The Belongingness Scorecard

Use this Scorecard to see if your organization has high, moderate or low belongingness levels.

Instructions:

Select the answer that best describes your organization's level of belongingness for each of the 5 statements

Results:

3 or more high's: high belongingness

3 or more moderate's: moderate belongingness

3 or more low's: low belongingness

**The above scorecard provides a framework for assessing key dimensions of belongingness within an organization. It serves as a tool for evaluation and reflection. To obtain a comprehensive understanding of an organization's belongingness, it is recommended to gather data through surveys, interviews, and ongoing feedback mechanisms.