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The Confidence Reset — Workbook

Dismantle the imposter loop. Build the track record that earns self-belief.

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Worksheet 0: Start-Here Self-Assessment

Complete this before Lesson 1.1 (Day 1), and again on Day 30 (Worksheet 16). Rate each statement from 1 (not at all true) to 5 (completely true). Be honest. This is a baseline, not a grade.

Start date:

#	Statement	Day 1 score (1-5)	Day 30 score (1-5)
1	When something goes well, I usually credit luck, timing, or other people.		
2	I remember my mistakes much more clearly than my successes.		
3	I worry that people overestimate my abilities.		
4	I stay quiet in meetings or groups even when I have something useful to say.		
5	I deflect or downplay compliments.		
6	I undercharge, or avoid asking for fair pay or credit.		
7	I over-prepare heavily to avoid being “found out.”		
8	I avoid opportunities I’m qualified for.		
9	I can’t quickly name my top three strengths with evidence.		
10	One miss can outweigh many wins in how I see myself.		
	Total (10-50; lower is better)		

Where in your life does the gap between your track record and your self-image cost you most right now?

What would you do differently in the next 30 days if the imposter loop were quieter?

Which of these can you commit to? Tick all that apply.

- ☐ 10-15 minutes a day for 30 days
- ☐ A daily 3-minute journal entry starting Day 10
- ☐ Doing ladder rungs that feel uncomfortable but winnable
- ☐ Calibrating honestly, both up and down

A note to yourself for Day 30:

Worksheet 1: My Imposter Loop

Lesson 1.1 · Day 1. Choose one recent situation where you did well but felt like a fraud. Walk it through all six stages of the loop.

The situation (one or two sentences of fact):

Stage 1 - Trigger. What set it off?

Stage 2 - Threat. What did your brain predict would happen?

Stage 3 - Compensation. What did you do about it (over-prepare, delay, avoid, hedge)?

Stage 4 - Outcome. What actually happened?

Stage 5 - Discount. How did you explain the success away?

Stage 6 - Filing. What did you conclude about yourself afterward? Did your confidence grow?

Looking at this loop now, what evidence did the discount throw out?

My working definition of confidence (copy it from Lesson 1.1 in your own words):

Worksheet 2: My Discount Patterns

Lesson 1.2 · Days 2-4. Tick the discounts you use, then rank your top three.

- ☐ Luck – “The timing just worked out.”
- ☐ Effort – “I only did it because I worked insanely hard.”
- ☐ Low bar – “Anyone could have done it.”
- ☐ Help – “The team did the real work.”
- ☐ Charm – “They just like me.”
- ☐ Fooled them – “They don’t know how much I don’t know.”
- ☐ Outlier – “That was a one-off.”
- ☐ Moving target – “That doesn’t count. The real test is next.”

My top three discounts: 1.

2.

3.

Which magnification habits do you use on misses?

- ☐ Generalizing – one miss means I’m bad at the whole thing
- ☐ Mind-reading – I know they think I’m out of my depth
- ☐ Permanence – I’ll always be like this
- ☐ Spotlighting – replaying one moment for days

The asymmetry test. Pick one recent win. If it had gone badly, would you have blamed luck, the team, or the low bar? What would you have blamed instead?

Discount Ledger

Log at least five wins or pieces of positive feedback from the last two weeks, then keep adding through Day 4.

Date	What happened (fact)	Discount used	Fair-witness version

Date	What happened (fact)	Discount used	Fair-witness version

What pattern do you notice in your ledger?

Worksheet 3: Trigger Map, Cost Audit, and 30-Day Plan

Lesson 1.3 · Days 3-4. Map where your loop fires, what it costs you, and set up your 30-day tracker.

Trigger Map

Log at least five triggers. Rate intensity 0-10. Circle your top three.

Situation	First thought	Compensation (what I do)	Intensity (0-10)

Which trigger categories show up most? Tick them.

- ☐ Visibility
- ☐ Evaluation
- ☐ Money and value
- ☐ Novelty
- ☐ Comparison
- ☐ Asking
- ☐ Praise itself

Cost Audit

Visibility tax. Ideas not shared, rooms avoided, credit not taken in the last year:

Money tax. Rates not raised, raises not requested, discounts offered unprompted:

Energy tax. Hours spent over-preparing, ruminating, rehearsing, or recovering:

The single cost I most want to reduce in the next 30 days:

30-Day Plan Tracker

My start date:

Tick each day when you've done that day's lesson or action. From Day 10, also tick the journal column.

Day	Module	Focus	Done	Journal (Day 10+)
1	1	Worksheet 0; Lesson 1.1; Worksheet 1		—
2	1	Lesson 1.2; Worksheet 2; start Discount Ledger		—
3	1	Lesson 1.3; Trigger Map		—
4	1	Cost Audit; Discount Ledger		—
5	2	Lesson 2.1; Inventory session 1 (10 min)		—
6	2	Inventory session 2 (10 min)		—
7	2	Inventory session 3 (10 min); reach 15+ skills		—
8	2	Lesson 2.2; stress-test top 5		—
9	2	Stress-test next 5; Gap Protocol; Competence Summary		—
10	3	Lesson 3.1; Worksheet 6; first journal entry		
11	3	Lesson 3.2; Worksheet 8; one live catch		
12	3	One live catch; Miss Protocol practice		
13	4	Lesson 4.1; Worksheet 9		
14	4	Lesson 4.2; build ladders (Worksheet 10)		
15	4	Lesson 4.3; first rung		
16	4	Rung or repeat		
17	4	Rung or repeat		

Day	Module	Focus	Done	Journal (Day 10+)
18	4	Rung or repeat		
19	4	Rung or repeat		
20	4	Rung or repeat		
21	4	Rung; calculate prediction gap		
22	5	Lesson 5.1; set up Brag File		
23	5	Seed Brag File to 25+ entries; rung if available		
24	5	Lesson 5.2; review summary draft		
25	5	Negotiation brief; rung if available		
26	5	2 AM page; schedule weekly add		
27	6	Lesson 6.1; evidence review		
28	6	Updated self-statement; Lesson 6.2		
29	6	Setback Plan (Worksheet 15); rung		
30	6	Lesson 6.3; Worksheet 16; retake self-assessment		

Worksheet 4: The Competence Inventory

Lesson 2.1 · Days 5–7. Your foundation document. List at least 15 skills across all five categories, each with at least one receipt.

Level scale: 1 = Learning · 2 = Working · 3 = Strong · 4 = Distinctive

Receipt-mining checklist

- ☐ Searched sent email and chat for “thank you,” “great job,” “this is helpful,” “can you help with”
- ☐ Reviewed my last two performance reviews or client feedback
- ☐ Scanned my calendar for meetings I led, events I ran, trainings I gave
- ☐ Looked at my résumé or professional profile and found the receipt behind each line
- ☐ Asked two trusted people: “What do you come to me for?”

What did the two people say?

Category 1: Technical / domain skills

Skill	Receipt(s)	Level (1-4)	Last used

Category 2: Relational skills

Skill	Receipt(s)	Level (1-4)	Last used

Category 3: Execution skills

Skill	Receipt(s)	Level (1-4)	Last used

Skill	Receipt(s)	Level (1-4)	Last used

Category 4: Learning skills

Skill	Receipt(s)	Level (1-4)	Last used

Category 5: Life skills that transfer

Skill	Receipt(s)	Level (1-4)	Last used

Total skills listed:

Which skill surprised you most when you found its receipts?

Worksheet 5: Fair Witness Stress Test

Lesson 2.2 · Days 8–9. Run the four tests on your top 10 inventory entries. Adjust levels in whichever direction the evidence points.

Tests: Stranger (would I accept this from a stranger?) · Repeat (done more than once?) · Substitute (would the outcome be the same without me?) · Counter-evidence (any real outcomes against it?)

Skill	Stranger ✓/ ✗	Repeat ✓/✗	Substitute ✓/✗	Counter- evidence (note)	Old level	New level

How many levels moved up? How many moved down?

Gap Protocol

Gap (named precisely)	Matters now? (Y/N)	Decision: close / cover / accept	Next step

First-Draft Competence Summary

Write three to five sentences, each built on inventory evidence. Include at least one strength, one working-level skill, and one area you’re still learning.

Worksheet 6: Evidence Journal Setup

Lesson 3.1 · Day 10. Set up the habit before you write your first entry.

My anchor: "After I ___, I will open my Evidence Journal and write four lines."

Where my journal will live (tick one):

- ☐ Printed pages (Worksheet 7) on my desk
- ☐ Notebook
- ☐ Pinned note on my phone
- ☐ Document on my computer

What usually gets in the way of daily habits for me, and how I'll handle it:

Wins I'm allowed to count (tick the ones you'll look for):

- ☐ Finishing something I'd been avoiding
- ☐ Handling a hard conversation, even imperfectly
- ☐ Solving a problem, even a small one
- ☐ Asking a question in public
- ☐ Learning something and using it the same day
- ☐ Keeping a promise to myself or someone else
- ☐ Staying steady when something went wrong

Worksheet 7: Evidence Journal Pages (Days 10-30)

Lesson 3.1 · Daily, Day 10 through Day 30. Three minutes. Four lines. Discount names: Luck, Effort, Low bar, Help, Charm, Fooled them, Outlier, Moving target, or “none.”

Day	Win	Receipt	Discount caught	Accurate statement
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
21				
22				
23				
24				
25				
26				
27				
28				
29				
30				

Weekly check (Days 16, 23, 30). Are my accurate statements drifting toward hype or toward hedging? Would a fair witness sign off on them?

Which discount showed up most this week? Is it showing up less than in Week 1?

Worksheet 8: Real-Time Catch Practice

Lesson 3.2 · Days 11-12.

The three-second catch

Name it → Flip it (would I blame this if it went badly?) → File it (accurate version).

My personal praise-receiving script ("Thank you. [specific]"):

Rewrite three deflections

Write three things you actually said when praised, then rewrite each.

Deflection 1 (what I said):

Rewrite:

Deflection 2 (what I said):

Rewrite:

Deflection 3 (what I said):

Rewrite:

Miss Protocol

Pick one recent miss.

Facts only. What happened, in one or two neutral sentences?

Scope. What does this say about this specific skill in this specific situation, and nothing more?

Lesson. What will I do differently next time?

Balance. What went right in the same situation?

Live catches

Day	Situation	Discount named	Accurate version filed
11			
12			

Worksheet 9: Avoidance and Safety Behavior Audit

Lesson 4.1 · Day 13. Use your Trigger Map (Worksheet 3) as a starting point.

Situation I avoid	Safety behaviors I use when I can't avoid it	Cost of avoiding (high/med/low)

Common safety behaviors. Tick the ones you use.

- ☐ Over-preparing short contributions
- ☐ Opening with “This is probably a dumb question, but...”
- ☐ Only speaking after someone else agrees
- ☐ Offering a discount before anyone asks
- ☐ Reading every word from notes
- ☐ Self-deprecating first so no one else can
- ☐ Over-explaining or over-apologizing
- ☐ Other:

My three costliest avoidances (these become my ladders): 1.

2.

3.

One prediction the loop makes about these situations that I’ve never actually tested:

Worksheet 10: Exposure Ladder Builder

Lesson 4.2 · Day 14. Build at least two ladders of six to eight rungs. Start around 3–4 discomfort and climb to 7–8. Anything rated 9–10 gets broken into smaller rungs. Include at least one safety-behavior drop per ladder.

Discomfort scale: 0–2 barely noticeable · 3–4 mild · 5–6 uncomfortable but doable · 7–8 hard · 9–10 too high for now

Ladder A

Area (speaking up / asking / charging more / other):

Top rung (what I’d do if the loop weren’t running):

Brainstorm eight to ten smaller versions (vary audience, stakes, preparation, medium, size of ask):

Rung	Action	Discomfort (0–10)	Safety-behavior drop? (✓)	Planned date / occasion
1				
2				
3				
4				
5				
6				
7				
8				

Ladder B

Area:

Top rung:

Brainstorm:

Rung	Action	Discomfort (0-10)	Safety-behavior drop? (✓)	Planned date / occasion
1				
2				
3				
4				
5				
6				
7				
8				

My first rung on Day 15 will be ___, on this date or occasion:

Worksheet 11: Rung Log

Lesson 4.3 · Day 15 onward. Log every rep. Predict before, record after, debrief in one line. Repeat a rung if it still rates above 5 afterward.

Date	Rung / ladder	Prediction (what will happen)	Likelihood of bad outcome (0-100%)	Discomfort before (0-10)	What actually happened	Bad outcome? (Y/N)	Discomfort after (0-10)	Accurate statement

Scripts I'll use

Write the exact words you'll use for your next two rungs (adapt the scripts from Lesson 4.3):

Prediction gap (Day 21)

Average predicted likelihood of a bad outcome across my reps: ____%

Actual bad outcomes: ____ out of ____ reps = ____%

The gap between prediction and reality:

What this gap tells me about the loop's forecasts:

If a rung went badly: was it as bad as I predicted? What did I learn?

Worksheet 12: Brag File Setup

Lesson 5.1 · Days 22–23.

Where my Brag File will live (and my private backup copy):

- ☐ Created the five sections: Outcomes, Projects, Feedback, Growth, Behind the Scenes
- ☐ Kept a personal copy I control

Entry format: Date · What · My role · Result / receipt · Skill shown

Seeding checklist (aim for 25+ entries)

- ☐ Top 10 entries from my Competence Inventory (Worksheet 4)
- ☐ Strongest 10 entries from my Evidence Journal (Worksheet 7)
- ☐ Every completed rung from my Rung Log (Worksheet 11) → Growth
- ☐ Praise I noted during real-time catch practice (Worksheet 8) → Feedback
- ☐ My last performance review or client feedback

Starter entries

Section	Date	What	My role	Result / receipt	Skill shown
Outcomes					
Outcomes					
Projects					
Projects					
Feedback					
Feedback					
Growth					
Growth					
Behind the scenes					
Behind the scenes					

Total entries in my Brag File:

Which “skill shown” appears most often so far?

Worksheet 13: Brag File in Action

Lesson 5.2 · Days 24–26.

Review summary

List the two to four goals or criteria you're evaluated on, then your top three result sentences for each: "I [action], which [result], shown by [receipt]."

Goal / criterion 1:

Top three results:

Goal / criterion 2:

Top three results:

Goal / criterion 3:

Top three results:

Growth area I'll name myself:

Negotiation brief

The conversation (pay, rate, scope, promotion) and when:

My three to five highest-impact entries:

Market research sources and range I found:

My specific ask (number or range):

My opening line (rehearse out loud twice):

My response to “not right now”:

The 2 AM page

Copy ten favorite feedback quotes, with who said them and when. Print this page and keep it by your bed.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

The 2 AM Protocol: Name it → Read five Feedback entries → Write “The evidence says ____” → Park the worry as one next action → Return to rest.

The evidence says:

☐ Weekly 15-minute Brag File add scheduled as a repeating calendar event (day/time: ____)

Worksheet 14: Updated Self-Statement

Lesson 6.1 · Day 27 or 28. Set aside 30 minutes. Review Worksheets 0, 4, 5, 7, 11 and your Brag File, in that order.

Evidence review

Recurring skills (appearing three or more times):

Discounts that have become less frequent:

My prediction gap:

Things I did in these 30 days that I wouldn't have done on Day 1:

My updated self-statement

Strengths (with evidence): "I am strong at . ***The evidence:*** ."

Working skills: "I'm solid at ____."

Growth edges: "I'm developing , ***and my next step is*** ."

Courage record: "In the last 30 days I've ____."

Operating principle: one sentence about how I'll act from here.

Fair-witness check

- ☐ Every sentence would be accepted by a neutral observer with access to my evidence
- ☐ No sentence is hype without receipts
- ☐ No sentence hedges something the receipts support
- ☐ Copied to the top of my Brag File

Compared with my Day 1 self-assessment, what has changed in how I describe myself?

Worksheet 15: Setback Plan

Lesson 6.2 · Day 28 or 29.

My three most likely re-trigger situations in the next year:

Situation	Trigger type (level change / new domain / public miss / comparison / life stress)	Early warning sign I'll notice

My personal Setback Protocol

1. **Recognize.** What I'll say to myself:

2. **Re-read.** The exact pages and entries I'll open:

3. **Re-journal.** I'll return to the full four-line journal for at least ___ days.

4. **Re-ladder.** Mini-ladder for the trigger most likely to hit first:

Rung	Action	Discomfort (0-10)
1		
2		
3		

5. **Re-calibrate.** Is there real new evidence here? How I'll tell the difference between new evidence and the loop:

New-domain plan

If I start something new, the two truths I'll hold:

"I'm new at ____."

"I have a strong record of learning new things. Evidence: ____."

The person or professional I'll reach out to if self-doubt comes with persistent low mood, anxiety, or trouble functioning:

Worksheet 16: Your 30/60/90-Day Maintenance Plan

Lesson 6.3 · Day 30. Turn the reset into a routine.

Cadence checklist

☐ **Daily** (1–3 min): Evidence Journal. I'll use the lite version (Win + Receipt) / the full version (circle one). Anchor:

☐ **Weekly** (15 min): Brag File add, scheduled for (day/time):

☐ **Monthly** (30 min): one new rung + self-statement skim, scheduled for:

☐ **Quarterly** (60 min): Inventory update and self-statement revision. First date:

☐ **Before high-stakes moments:** read self-statement + five feedback entries

30/60/90-day plan

Timeframe	Ladder rung(s) I'll climb	Growth edge I'll work on	Check-in date
Days 1–30 after the reset			
Days 31–60			
Days 61–90 (first quarterly review)			

Signs it's working (tick as you notice them)

- ☐ I accept compliments with “thank you” automatically
- ☐ I speak up or state my rate without long rehearsal
- ☐ A miss stings but doesn't become a story about who I am
- ☐ I can name my top strengths with evidence in under a minute
- ☐ When the loop fires, I recognize it faster

Signs I need to step it up

If I notice any of these, I'll return to the full daily journal for two weeks and climb one rung.

- ☐ Skipped the weekly Brag File add for a month or more
- ☐ Discounts showing up again without being caught
- ☐ Avoiding a situation I'd already climbed past

Day 30 self-assessment

Go back to Worksheet 0 and fill in the Day 30 column.

Day 1 total:

Day 30 total:

Where did I move most? Where is there still work to do?

A note to myself for my first quarterly review:

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