



# IMPOSTER SYNDROME QUESTIONNAIRE

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**INSTRUCTIONS:** To help you determine whether you experience imposter syndrome, you can make use of the following questionnaire. For each question, write the number that best indicates how true the statement is of you in the box provided. Go with your first response, rather than dwelling on each statement and trying to think up the "right" answer.

1 = NOT AT ALL TRUE  
2 = RARELY  
3 = SOMETIMES  
4 = OFTEN  
5 = VERY TRUE

**QUESTION #1:** I frequently obsess over my work, feeling that it must be 100% perfect all of the time, to the extent that even one mistake can feel like failure.

**QUESTION #2:** I avoid working on tasks that I know need to be done or fail to complete important projects because I worry that I might be unsuccessful at it or receive poor feedback.

**QUESTION #3:** I secretly worry that others will find out how much knowledge I really lack or that I'm not as capable or as successful as they "think" I am.

**QUESTION #4:** I hesitate to take on new challenges or stop myself from putting myself forward for jobs, promotions, or awards because I haven't met every single job requirement and/or I'm afraid I might not measure up.

**QUESTION #5:** I dread even the idea of being evaluated and avoid situations where I feel this may be the case, even though I know that I'll probably do okay.

**QUESTION #6:** I often lack confidence and/or doubt my own abilities, even when others have considerable confidence that I will do well.

**QUESTION #7:** I often feel anxious that I may not do as well at a new assignment or task, even though I generally do well at what I attempt.

**QUESTION #8:** I often feel that I'm not living up to expectations, even when I've achieved a lot, and worry that I'll be "found out."



**QUESTION #9:** I frequently need external validation to feel confident in my abilities, but find that even when validation is given, I doubt that it's true.

**QUESTION #10:** I often feel defensive or disappointed even when receiving constructive feedback, as if it is evidence of incompetence.

**QUESTION #11:** I can bluff my way through things and give others the impression that I know what I'm talking about and am more competent than I really am.

**QUESTION #12:** I find it difficult to accept compliments or positive feedback about my work or accomplishments.

**QUESTION #13:** I often feel insecure about the value of my work, even though I may have numerous degrees or certifications, and/or experience, so I discount my rates without being asked or don't ask for the pay rise I know I should deserve.

**QUESTION #14:** I often keep quiet or don't share my work or ideas with others, even when I have the answers, because I'm afraid of being judged.

**QUESTION #15:** If I receive praise or recognition for something I've done or accomplished, I tend to downplay or discount it or dismiss it as insignificant. For example, I might say it was only because it was a team effort, or that anyone could have done it, or that it was my client who did it and it had nothing to do with me.

**QUESTION #16:** I am highly critical of my mistakes and tend to dwell on these more than on incidents where I have done well.

**QUESTION #17:** I hesitate to tell others about an impending promotion, award, or recognition of some kind until it is already a "done deal."

**QUESTION #18:** I feel shame when I haven't performed well and have difficulty forgiving myself for it.

**QUESTION #19:** I sometimes feel disappointed with my accomplishments or that I'm not living up to expectations and think I should have achieved more.



**QUESTION #20:** I often feel that my success is due to luck, external factors or some kind of error, rather than my own efforts or skills or abilities.

**QUESTION #21:** When I've accomplished something and am recognized for it, I feel anxious that I won't be able to live up to future expectations of me and doubt that I can repeat that success.

**QUESTION #22:** I often avoid trying something new unless I feel that I'll be good at it right away.

**QUESTION #23:** I feel that I should do everything on my own and either hesitate in asking for help or feel that I don't need it.

**QUESTION #24:** I often compare myself to others and feel that I am less able than they are, in terms of intelligence, talent, or achievement.

**QUESTION #25:** I rarely do a project or task as well as I'd like and often ruminate over the smallest flaws in my work.

**YOUR SCORE:** Add together the numbers for your responses to each statement and note it in the box.

**The higher the score, the more likely and deeply imposter syndrome has an impact on your life.**

**If your total score is:**

- **30 or less:** You likely have few imposter characteristics and are not being held back or distressed because of it.
- **between 31 and 65:** You probably experience moderate imposter symptoms, and this may hold you back in certain situations and affect how you make decisions.
- **between 66 and 100:** You probably have frequent imposter feelings and notice how they regularly affect your decisions and restrict you from taking action.
- **higher than 100:** You likely have intense imposter experiences and may often feel stressed and paralyzed because of it.