

INTERNAL USE ONLY
RESOURCE PACK

**LEAD AS AN
ARTIST**

Artes Mundi

Facilitator
MENA FOMBO



Topics covered follow up

USEFUL LINKS AND REFERENCES RELATED TO SESSION

Mapping your
Leadership
Journey

Developing
Agency

Understanding
our limiting
beliefs

Finding purpose
IKIGAI

GROW - Setting
creative career
goals

INDIVIDUAL EXERCISE: PERSONAL LEADERSHIP JOURNEY

Draw a river in a valley of your creative (leadership) journey so far. Think about significant milestones, challenges, achievements, and turning points.

Potential Prompts for Drawing:

- Milestones: What are some key moments in the your journey?
- Practice: How do you see your creative practice within the wider sector?
What symbol best represents your contribution?
- Challenges: What have been the biggest obstacles you have faced?
- Achievements: What are you most proud of on your journey so far?



“I have written eleven books, but each time I think, 'Uh oh, they're going to find out now. I've run a game on everybody and they're going to find me out.’”

Dr Maya Angelou



Agency;

is your sense of what you can do and what you think you can do.

It is your power to affect your future.

Watch your thoughts, they become your words,
watch your words, they become your actions,
watch your actions, they become your habits,
watch your habits, they become your character,
watch your character, it becomes your destiny.

Lao Tzu

WHAT IS IMPOSTER SYNDROME?

Imposter syndrome is the condition of feeling anxious and not experiencing success internally, despite being high-performing in external, objective ways. This condition often results in people feeling like "a fraud" or "a phony" and doubting their abilities

Pauline Rose Clance and Suzanne Imes 1978.

IMPOSTOR SYNDROME

THE 5 TYPES OF IMPOSTORS

People who feel like impostors hold themselves to unrealistic, unsustainable standards of competence. In Dr. Valerie Young's research with hundreds of thousands of people from a wide range of occupations and at all phases of their careers, five different types emerged — each with its own unique focus:



THE PERFECTIONIST

- Primary focus on “how” something is done, how the work is conducted and how it turns out.
- One minor flaw in an otherwise stellar performance or 99 out of 100 equals failure, shame.



THE EXPERT

- The knowledge version of the Perfectionist, the primary concern is on “what” and “how much” you know or can do.
- Because you expect to know everything, even a minor lack of knowledge brings failure and shame.



THE SOLOIST

- Cares mostly about “who” completes the task.
- Because you think you should be able to do it all on your own, needing help, tutoring, or coaching is a sign of failure that evokes shame.



THE NATURAL GENIUS

- The Natural Genius also cares about “how” and “when” accomplishments happen. But for you, competence is measured in terms of ease and speed.
- The fact that you have to struggle to master a subject or skill or that you're not able to bang out your masterpiece on the first try equals failure which evokes shame.



THE SUPERHUMAN

- The SuperHuman measures competence based on “how many” roles you can both juggle and excel in.
- Falling short in any role — as a parent, partner, on the home-front, friend, volunteer — all evoke shame because you feel you should be able to handle it all — perfectly and easily.

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LIMITING BELIEFS & SABOTEURS

I am not ' ____ ' enough
Insert one of the following

Good

Clever

Skilled

Experienced

Attractive

Thin

Fun

Quick

Confident

Etc..

source unknown

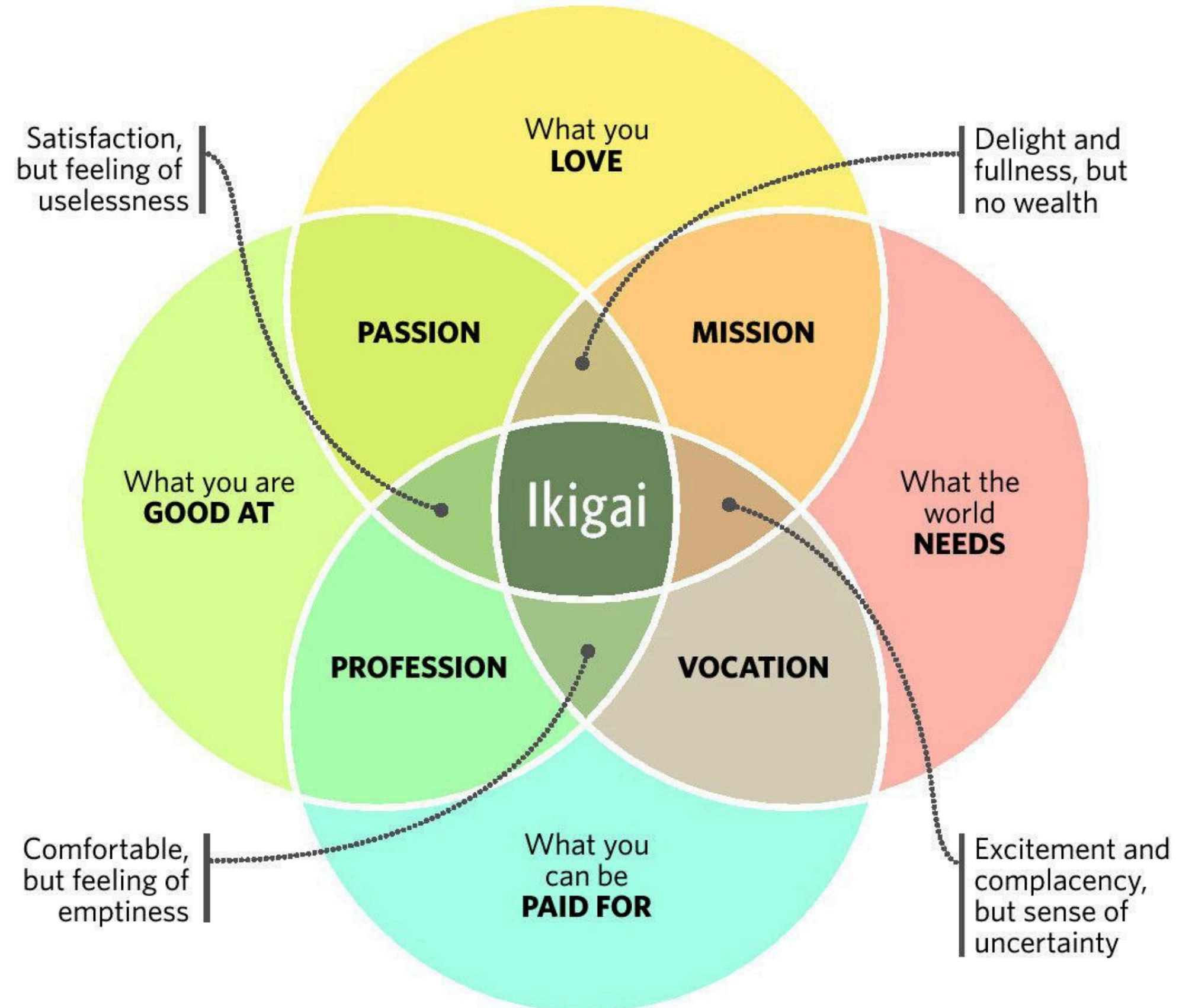
Use this table to reframe your limiting beliefs

Unhelpful thought	Evidence for	Evidence against	Balanced perspective

source unknown

Ikigai

A JAPANESE CONCEPT MEANING "A REASON FOR BEING"



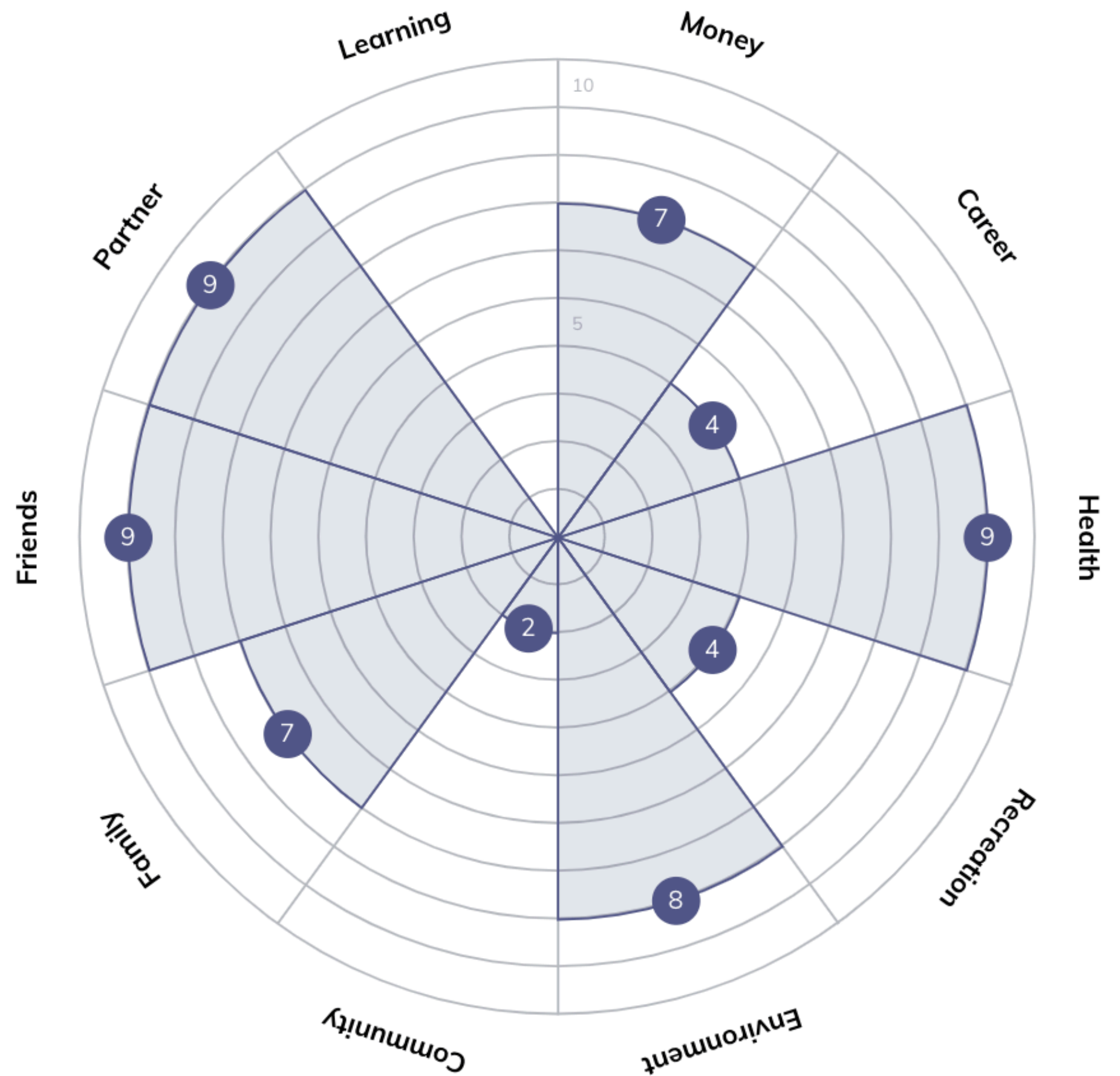
SOURCE: dreamstime

TORONTO STAR GRAPHIC

Use this wheel to identify areas in your creative practice / life / work that you wish to work on.

Change the headings to suit your needs.

Score 1-10 based on level of satisfaction.



SELF COACHING

GOAL SETTING QUESTIONS

What do you want to achieve?
What exactly do you want?
How do you want to feel?
If things were different how would they be different?
What do you want more of?
What do you want less of?
How do you want to feel?

What are your non negotiables?
What's happening in this area at the moment?
What impact is it having on you?
How important is this to you out of ten?
How would you like it to be?
What would that be like?
What are you doing that is taking you towards it?
What are you doing that is taking you away from it?

What could you do?
What else?

What will you do?
How, when, where?

RESOURCE

LINKS

WATCH / LISTEN

Dr Valerie Young - **Thinking your way out of Imposter Syndrome** TED Talk [PLAY VIDEO](#) 8mins

Limiting Beliefs: What they are, how we get them, and signs you have them. [PLAY VIDEO](#) 2.48mins

How to Ikigai - Tim Tamashiro - TEDx talk [PLAY VIDEO](#) 12.42

RESOURCE

LINKS

READ

5 Types of Imposter Syndrome - The Imposter Syndrome Institute - [READ ARTICLE](#)

Reframing Self Limiting Beliefs - Open University - [READ ARTICLE](#)

10 Examples of Limiting Beliefs - [READ ARTICLE](#)

Discover Your Life Purpose - [READ WORKSHEET](#)

7 Habits of Highly Effective People (BOOK)- Habit 4: Think Win Win [READ ARTICLE](#)
