Suzanne Mercier

Suzanne is an expert in business strategy, employee engagement, communication, and human potential.

Her keynotes, masterclasses and programmes deliver shifts in thinking and behaviour that liberate participants to step up to perform at their highest level, with authenticity and confidence.

For more information on Suzanne’s experience see www.liberateleadership.com

Testimonials

Skirting Leadership has provided me with practical and thought provoking tools to better judge my biggest critic - me! (In a positive way that I know will make a difference at work and also my personal life). Thank you Suzanne - loved the workshops!

Natalie, Senior Manager, Leading Life Insurance Company

(More available on request)
Ask yourself ‘do I feel like an imposter?’

Is the Imposter Syndrome - a distorted belief around who you are and what you are capable of - standing in the way of living up to your possibility?

Complete the questionnaire on this page with a tick to indicate a Yes response:

1. Have you ever felt like a fake or fraud in any area of your life?
2. Have you ever felt that others don’t see you as you truly are?
3. If so, do you believe that if they could really see you deep down, they might not like what they saw?
4. Do you ever feel as though you just don’t fit?
5. When you have a meeting or presentation of some kind, do you take longer than you think you should to prepare?
6. If you make a mistake, do you feel you have failed - even if it wasn’t your fault?
7. Do you ever get upset when you receive negative feedback ... or feedback you perceive to be negative?
8. Do you have a hard time asking for help because you think you should know how to do it yourself?
9. Are you a perfectionist? Do you focus on the ideal and the gap between the level at which you delivered and that ideal?
10. Have you objectively achieved success (others would say you are successful) and yet felt that your successes were unimportant or due to some other external factor rather than your own talent, intelligence and experience?

How do you respond?

When we experience feeling not good enough, a key strategy is to adapt behaviours to protect ourselves. Which one(s) can you relate to personally or recognise in other people? All these behaviours impact bottom line directly or indirectly.

1. **Withholder:** Pull back your ideas, your co-operation and/or your participation. Impacts innovation, development of high performing teams + employee engagement.
2. **Defender:** Take “feedback” personally. Highly sensitive. Becomes defensive - prickly, unable to take on the message behind the feedback. Can also become aggressive – attack best form of defense. Impacts performance improvement.
3. **Workaholic:** Driven by perfection, gives 150% to each project or task so others can’t find fault or ask questions you can’t answer. Impacts productivity.
4. **Chameleon:** Driven by the need to fit in, to belong, this individual goes along with group think, and sacrifices his/her talents in order not to stand out. Impacts engagement + contribution.
5. **Shrinking Violet:** Driven by desire to be invisible to avoid attention, to prevent being noticed, being judged and being rejected. Impacts engagement + contribution.
6. **Judge:** Main driver is perfection and the standards that are an important part of how things are run 'around here'. Also about dismissing own talents as being commonplace, then judging others for not even reaching that low level. Impacts morale + engagement.
7. **Dare Devil:** Hardest one to spot. Looks like ‘just do it’. This behaviour is about going for what you want with little/no assessment of risks or consequences. Impacts risk exposure + morale.

What price have you paid?

When you have felt you weren’t good enough, what has the cost to you been?

* spontaneous adventures you denied yourself
* relationships you didn’t pursue
* friendships you didn’t nurture or repair
* career opportunities you didn’t take up
* financial rewards you didn’t think you were worth

And that doesn’t include the price your employer pays!

* lower levels of employee engagement
* Reduced ability to innovate
* Negative impact on High Performing Teams
* Inability to take performance feedback and to improve performance
* Poor productivity, morale, risk & consequence assessment

... to name a few!

**Principles of Shift**

Here are a few Principles of Shift to start the process:

1. Develop self-awareness
2. Find your Purpose for leadership
3. Set yourself up for success
4. Build a strong foundation of beliefs & capabilities
5. Develop internal certainty instead of external reliance