

STRENGTHENING RESILIENCE: YOUR INNER CRITIC PERSONALITY TYPE ASSESSMENT

This assessment is designed to help you reflect on your leadership confidence and uncover the internal barriers that may be quietly limiting you. Please complete all three parts by our next session.

Part 1: LEADERSHIP CONFIDENCE SELF-ASSESSMENT

Instructions: Rate how true each statement feels for you on a scale of 1–5 (1 = Not true at all; 5 = Very true), and then reflect on the following question.

| | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| I speak up in meetings even if I'm unsure how my idea will land. | | | | | |
| I believe I bring unique value to my team or organization. | | | | | |
| I take on new challenges even if I'm not sure I'll succeed. | | | | | |
| I protect my time and energy by setting boundaries at work. | | | | | |
| I advocate for myself the way I advocate for others. | | | | | |
| I believe I deserve to be in every room I walk into. | | | | | |
| I ask for what I need without over-explaining or apologizing. | | | | | |
| I bounce back quickly when I receive criticism or experience failure. | | | | | |
| I can handle disagreement without feeling like I've done something wrong. | | | | | |
| I feel confident showing up fully as myself at work. | | | | | |

REFLECTION QUESTIONS

What patterns do you notice? Where do you feel strong? Where do you hesitate?

Part 2a: THE PERSONALITY TYPE OF YOUR INNER CRITIC

We all have an inner critic. It's that voice in our heads that says things like: 'You're not ready,' 'You're going to mess this up,' or 'They will find out you're a fraud.' It often shows up when we're trying to grow, and when we're stepping into leadership. The inner critic can take on many different personality types. Below are four of the most common. *Instructions: For each statement below, rate how often this feels true for you, and total your score for each type. (1 = Rarely; 5 = Almost always)*

Perfectionism (Fear of Not Being Good Enough)

| Statement | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|
| I won't share an idea until I've thought through every possible angle. | | | | | |
| I spend more time perfecting than producing. | | | | | |
| If I make a mistake, I feel like I've failed entirely. | | | | | |
| Total Score | | | | | |

Imposter Syndrome (Fear of Being Found Out)

| Statement | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|
| I assume others are more qualified, even if we're at the same table. | | | | | |
| I worry someone will realize I'm not as capable as they think. | | | | | |
| I feel like I need to constantly prove I deserve my role. | | | | | |
| Total Score | | | | | |

People Pleasing (Fear of Conflict)

| Statement | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| I say yes to things I don't have capacity for. | | | | | |
| I avoid giving honest feedback to keep the peace. | | | | | |
| I feel responsible for how others feel even when I've done nothing wrong. | | | | | |

| | |
|--------------------|--|
| Total Score | |
|--------------------|--|

Playing Small (Fear of Not Belonging)

| Statement | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| I second-guess whether I really belong in leadership roles. | | | | | |
| I hold back my ideas so I don't come across as "too much." | | | | | |
| I keep quiet even when I know I could add value. | | | | | |
| Total Score | | | | | |

Part 2b: YOUR INNER CRITIC PERSONALITY PROFILE

Instructions: Use the total scores from Part 2a above to complete the chart below. Shade in up to 15 boxes for each. This gives you a visual representation of which type of inner critic might be having the strongest influence on your confidence and leadership.

| Inner Critic Type | Score (out of 15) | Shade Your Score → |
|-------------------|-------------------|-------------------------------|
| Perfectionism | | □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ |
| Imposter Syndrome | | □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ |
| People Pleasing | | □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ |
| Playing Small | | □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ |

REFLECTION QUESTIONS

After shading your scores in Your Inner Critic Personality Profile, take a moment to reflect on the following:

1. Which inner critic type scored highest for you? How much impact does this Inner Critic have over areas where you scored lowest in your Leadership Confidence Self-Assessment in Part 1?
2. How does the inner critic impact your goals for this program?

3. What's possible for your personal brand if the inner critic no longer impacts how you show up?

Part 3: STAYING SEATED AND SPEAKING UP

In reality, confidence for many women is a series of quiet battles with inner critics, societal expectations, and that persistent voice that whispers, “Am I enough?” Here, we'll break down **four common personality types that the inner critic can take on**, and how to handle moving past each. These voices can show up in different ways, but they share one thing in common: they quietly convince you to pull back from the seat you've already earned. You might over-prepare, stay silent, say yes too often, or question whether you even belong.

Some of these patterns may overlap. Perfectionism can feed imposter syndrome, and people-pleasing can make you play small. That's normal. **These fears aren't boxes to fit into, but mirrors to help you notice how you show up at the table.** Some women will see themselves clearly in one or recognize a bit of each.

The goal isn't to eliminate the inner critic...it's to recognize it, reframe it, and stay seated anyway.

Instructions: Review the below profiles for your most prominent Inner Critic Personality Type, and respond to the reflection questions at the end of this document.

Inner Critic Personality Type #1: Perfectionism (Fear of Not Being Good Enough)

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|------------------------------|--|
| Behavior at the Table | You're at the table. But instead of joining the conversation, you're rewording your thoughts in your head or double-checking your data. You're so focused on getting it right that you miss your moment. |
| Fear Behind It | You believe that if your work isn't airtight, it's not good enough. |

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| What it Sounds Like | <p>"It's easier for me to do this task, instead of risking my team messing it up." "I can't apply for the job...I don't meet <i>three</i> of the ten criteria." "I'd rather reread this email 4 times than risk sounding unpolished."</p> |
| Leadership Truth | Leadership doesn't require perfection, it requires purpose and presence. |
| Reframe Action | Set 'good enough' goals. Ask yourself, "What does 'B+ work' look like here?" Then do that and move on. Give yourself permission to be excellent without being exhausted. |
| Interesting Fact | 💡 HP found men apply for jobs at 60% readiness. Women wait for 100%. |
| Suggested Resource | 📖 Read the <i>Chief</i> article " The Perfectionism Pitfall: Why It Holds Women Leaders Back and How to Break the Cycle " and learn about how to truly start believing "I am enough." Included in this article is a short excerpt from a great book on this topic Embrace The Power Of You: Owning Your Identity at Work . At this link, you can also hear the author, Tricia Montalova Timm, share her inspirational story of why she wrote this book as a female leader. |

Inner Critic Personality Type #2: Imposter Syndrome (Fear of Being Found Out)

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|------------------------------|--|
| Behavior at the Table | You're physically present, but mentally preparing for someone to say you don't belong. You question your value and assume others are more qualified. |
| Fear Behind It | You think you got lucky. You didn't. You earned this seat. |
| What it Sounds Like | <p>"I'm one question away from being exposed as a total fraud." "They'll realize I have no idea what I'm doing." "Was this promotion a mistake?"</p> |
| Leadership Truth | You belong not by accident, but by ability. There are far less competent individuals who have held far more responsibility. |
| Reframe Action | 📁 Start a "Confidence File." Save kind emails, wins, and proud moments. Revisit it when doubt creeps in. |
| Interesting Fact | 💡 KPMG found 75% of female execs have experienced imposter syndrome, even the ones at the top. |
| Suggested Resource | 🎧 Know you are not alone while reading this BBC article " Michelle Obama: 'I still have impostor syndrome'. " |

Inner Critic Personality Type #3: People-Pleasing (Fear of Conflict)

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| Behavior at the Table | You're scooting over to make room for everyone else. |
| Fear Behind It | Keeping the peace feels safer than taking a stand. |

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| What it Sounds Like | <p>"I don't want to seem difficult so I'll just say 'yes'."</p> <p>"Sure, I can stay late again."</p> <p>"I'd rather swallow this disagreement than make things awkward."</p> |
| Leadership Truth | Your job isn't to please everyone, it's to protect what matters. |
| Reframe Action | Ask yourself, "If I say 'yes' to this, what am I saying 'no' to as a result?" Then write down what you want to protect in order to put your priorities first: your opinion, your sleep, your team's goals, your family, your career growth, etc. |
| Interesting Fact | 💡 Journal of Vocational Behavior: Agreeable men earn less than assertive ones. But for women, agreeableness doesn't change pay. Boldness matters. |
| Suggested Resource | 📖 The Disease to Please by Dr. Harriet Braiker tackles the exhausting habit of constantly saying "yes" to avoid disapproval...basically turning your life into a never-ending customer service job. With a 21-day plan, she helps chronic people-pleasers trade in guilt and burnout for boundaries and the radical act of saying "no" without breaking into hives. Here's a 6-minute summary of the book. |

Inner Critic Personality Type #4: Playing Small (Fear of Not Belonging)

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|------------------------------|---|
| Behavior at the Table | You're pulling your chair back from the table. |
| Fear Behind It | You're waiting for permission to belong. |
| What it Sounds Like | <p>"I'm not sure I belong in this room."</p> <p>"Should I say something? Nah, someone smarter will."</p> <p>"I'll just stay quiet. I don't have anything valuable to add."</p> |
| Leadership Truth | Your voice isn't too much, it's exactly what the room needs. |
| Reframe Action | 💬 Practice one act of micro-bravery each week. Say the thing. Send the idea. Ask the question. Correct them when they mispronounce your name (for the third time). The more you do it, the more your brain learns: I belong here. |
| Interesting Fact | 💡 Women are 2x as likely as men to feel they can't be themselves at work, especially women of color. Authenticity is radical. |
| Suggested Resource | 📖 The book Playing Big: Practical Wisdom for Women Who Want to Speak Up, Create, and Lead by Tara Mohr is all about how women often hold back their voices, especially in spaces where things feel informal or unstructured like small talk. The book helps you name your "inner critic" and reclaim the authority of your ideas. Here's an article that summarizes the book. |

