



HOW COACHING HELPED LAYLA* OVERCOME IMPOSTER SYNDROME AFTER LONG TERM ILLNESS

BEFORE

Layla works in the public sector in the south of England, where she lives with her husband and two children.

After a year off to undergo cancer treatment, Layla returned to work during the Covid-19 pandemic. She came back to a new role, team structure, and 100% homeworking.

Following her treatment, Layla was experiencing fatigue and "chemo brain". As a result, she struggled to recall or do things as quickly as before her cancer treatment.

Coming back to multiple changes at work, along with feelings of stigma linked to long-term illness and being a mother, left Layla's confidence crushed.

Layla often considered giving up work but tried to ground herself in the knowledge that her job was an essential part of her mental well-being. Instead, she sought out coaching.



"I knew I needed help, and I wanted support working on my confidence and feelings of imposter syndrome," Layla reflects. "I chose Liz as my coach because she advocates for women and talks about mental health, which was suffering because of my situation."

DURING

Layla's had five coaching sessions with Liz. **Liz shared tools, techniques and theories that supported Layla to identify specific actions in each session to help achieve her goals.**

To help manage unpredictable fatigue and difficulty concentrating, Liz explored personality types. Before Layla's illness, she strongly identified with a specific personality type, naturally managing tasks at the last minute. But she couldn't maintain this way of working following her treatment.

Spending time looking at personality types helped Layla to understand the strengths and weaknesses of each. **Layla's since been able to use elements of each personality type to manage her work effectively, balancing her natural preference with her new circumstances.**

Coming back to 100% home-based working meant that meetings now took place via video call. Layla's colleagues were already used to the dynamics of video calls, unlike Layla, who found joining in meetings even harder, reducing her confidence further.

To address this, Liz introduced the concept of the inner critic, enabling Layla to identify and interact with it. **As a result, Layla speaks up much more in meetings and makes presentations confidently, receiving great feedback from colleagues.**

"Liz is able to digest big overwhelming issues very well, so by the end of the session, you come away feeling like there's a huge weight off your shoulders."

"Liz really made the space safe," says Layla. "Right at the beginning, she got us to talk about the assumptions we might have of each other, then think about the differences and similarities between us. That meant we could be very open, so I felt comfortable to talk to about all the stuff that sometimes you have in your head, but you don't always say."



AFTER

Since her coaching began, Layla has felt more reflective and solution-focused.

"My confidence has definitely improved since coaching," says Layla, "and the tools are always there to help me."

"I also supervise a junior member of staff, and I've introduced them to some of the tools to manage situations better, so it's had a positive impact on other people. It's like a smile, which carries on from person to person."

"Also, as coaching has given me the resilience to open up, I've been able to use my own experience as an example to help them understand the tools."

"Coaching's like a journey, and you have to trust the process. I feel much better in myself than I did when I first started, which shows in how my thinking and goals have progressed."

"Liz's a very compassionate person who appreciates you for who you are and uses evidence-based approaches to help you navigate your journey."

"I'd definitely recommend Liz as a coach to women, especially those feeling stigmatised and needing to empower themselves," says Layla.

FULL FRAME COACH

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