The Evidence Bank

Imposter syndrome relies on vague feelings. Specific evidence is much harder to argue with. Your Evidence Bank is one place to collect proof of what you have achieved, so you can read it before interviews, build stronger answers and update your CV and LinkedIn.

Prompts to jog your memory

- When did you save money, time or risk?
- What did you start, build or turn around?
- Which problem did others avoid that you solved?
- Who have you developed, coached or promoted?
- What changed because you were there?
- What feedback do you still remember?
- Which numbers can you put to your results?
- When did you lead through change or uncertainty?
- What were you trusted with that others were not?
- What would a former colleague say you did best?

How to use it

Spend an hour setting it up, then add to it for a few minutes each week, including small wins. Read three entries before every interview, and whenever the "I am not good enough" voice appears.

Feedback I have received

Thank-you messages, appraisal comments, recommendations, kind words from colleagues or clients.

From	What they said

Job search wins

A strong interview, positive feedback from a recruiter, a new connection who opened a door.

My achievements

Each entry follows the situation, task, action and result structure, so it doubles as an interview answer. Print as many copies as you need.

Achievement (one line)

Situation and task

What I did

Result (with numbers)

Skills it shows

Roles it fits

Achievement (one line)

Situation and task

What I did

Result (with numbers)

Skills it shows

Roles it fits

Achievement (one line)

Situation and task

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