



CAREER DEVELOPMENT SUPPORT

Helping individuals work better, feel better and lead better.

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Imposter Syndrome: A scientific approach to build confidence, resilience and community

Imposter Syndrome affects an estimated 70% of people at some point in their careers, yet it remains widely misunderstood.

This session takes a fresh, scientific look at the **cognitive, behavioural and social** factors affecting self-perception and presents science-based **strategies** that help individuals build **confidence, resilience and a stronger sense of belonging**.

By the end of the session, attendees will:

1. Understand the science underlying Imposter Syndrome.
2. Identify personal and systemic triggers that contribute to self-doubt.
3. Use basic nervous-system regulation techniques to **manage stress** and maintain resilience.
4. **Increase self-awareness** by recognising personal motivators and key character strengths.
5. **Improve communication and teamwork** using frameworks to support themselves and others.

What attendees said:

- I just generally found this so insightful and almost life changing. It opened up my eyes to thinking maybe I have had this throughout life and didn't realise what it was. I feel so much more confident about life now and want it to take it by the horns!
- I think it was one of the best sessions on Imposter Syndrome I heard that went beyond "just believe in yourself". I liked the science backing the speakers statements and the practical bits that allowed to share our experience with other attendees
- It helped to boost confidence to participate and speak what's on my mind
- I couldn't talk that much thought I liked public speaking but now I can do it and share my thoughts openly. Thanks for giving me this opportunity
- I now feel very confident talking and interacting with a group of more than 10 people at once, something that felt impossible around a month ago
- I wanted to be a leader and now I feel like I can be the one. that is the confidence!!!
- I will use these learning to remind myself that I am good enough and can achieve anything I set my mind to



Strategy in action.

How to turn personal objectives into sustainable outcomes

More than 80% of people set goals, only to lose momentum just a few weeks later. In the field of professional development, we often talk about vision, goals and strategic planning.

A Vision Board is a well-known tool for representing aspirations. An **Action Board**, however, goes a step further: it not only helps visualise professional goals, but also drives you to turn them into **concrete and sustainable actions**.

Conceptualised by Dr. Tara Swart (neuroscientist and coach), an Action Board is designed to activate motivation, strengthen clarity and generate momentum, helping you move towards your goals with intention, focus and resilience.

What we will work on

- In this workshop we will explore the science behind **goal-setting** and Action Boards, and why they can become a powerful tool for **professional development, job satisfaction and continuous growth**.
- You will identify what you want to build in your career, why it matters to you and how to design an action plan that allows you to move forward with **clarity and consistency**.

By the end of this session, attendees will:

1. **Clarify** their professional goals
2. Translate goals into **actionable steps**
3. Connect with their **internal motivators**
4. **Build resilience** and maintain momentum
5. Strengthen professional **confidence**
6. Increase **job satisfaction**
7. Establish **healthy boundaries**
8. Design a support and **accountability plan**
9. Identify opportunities for **growth and development**

What attendees said:

- Lucia's session was relaxed, informative, supportive and inspiring. It helped me take the time I needed to look at what I want this year and to start the process of getting it. She is lovely and really makes you feel at ease. I would recommend her to anyone who wants support and clarity around their goals and aspirations.
- I am so grateful for this session and the information provided in it. I needed a wake up call for 2025 and I needed it fast. That is exactly what I got from this session. It was so enlightening and allowed me to think about my life differently, to compartmentalise my feelings about my career and its path, and it inspired me to Dream again, and celebrate my wins without beating myself up about my failures. What an awesome wake up call! I think everyone needs sessions such as these.
- Lucia is a brilliant facilitator who makes everyone feel welcome and accepted. She provides practical tools with an overview of the science, which I found really refreshing compared to other courses/workshops that tend to just do one without the other. Lucia is brilliant at facilitating conversations, asking questions to get you thinking and holding space when you need it. I'd highly recommend Lucia's workshops to everyone as their benefits are wide-reaching.
- Loved spending time with Lucia and other ladies at the Action Board workshop, it was filled with positivity, ideas, key learning and lots of scrummy homemade food! Thank you!
- I thoroughly enjoyed the session and found it very helpful. You are an engaging and personable tutor, and you held and supported the energy on the day for each of us wonderfully.
- I would highly recommend the action board session and working with Lucia. A really positive and insightful session that gives you the tools to focus on and prioritise your goals.



Transformative Growth: Unlocking personal joy and confidence

Why focus on joy?

A study from the University of Warwick found that joy and happiness make people **12% more productive**. According to the study's author, Daniel Sgroi: Happier workers use their time more effectively, increasing the pace at which they work without sacrificing quality.

Harvard Medical School psychiatrist Dr. George Vaillant, long-time director of the Harvard Study of Adult Development, also agrees that joy has a deeply social component. His findings showed that **close relationships built from joy are more important than genes, money, or fame**.

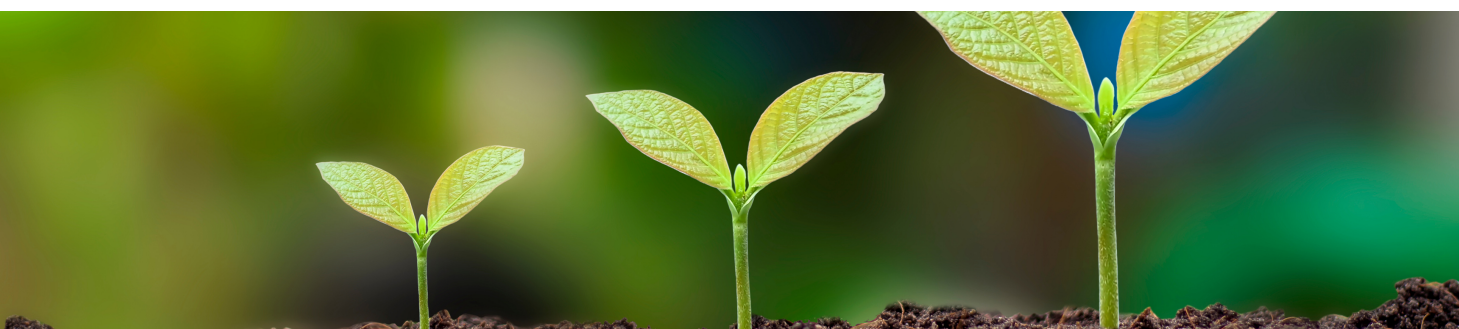
And joy doesn't just feel good. According to Mental Health America, positive emotions such as joy, can **reduce anxiety, lower stress hormones, improve cardiovascular health and even ease pain**. Joy is a fundamental resource that can be cultivated in the brain. As Lisa Feldman Barrett, professor of psychology at Northeastern University, explains that because the brain creates emotions from physiological signals, caring for our physical state increases the likelihood of positive emotional experiences.

Another advantage of joy? **It's infectious**. Research by Yale's physician and sociologist Nicholas Christakis and James Fowler, a political scientist at UC San Diego found that positive emotions and behaviours spread through social networks up to three degrees of separation. When we make positive changes, those effects ripple outward and shape the environment around us.

This is why joy is so powerful at work: **it is a multiplier of impact, enabling teams and organisations to set ambitious goals and achieve them without burning out**.

In this session, participants will be able to:

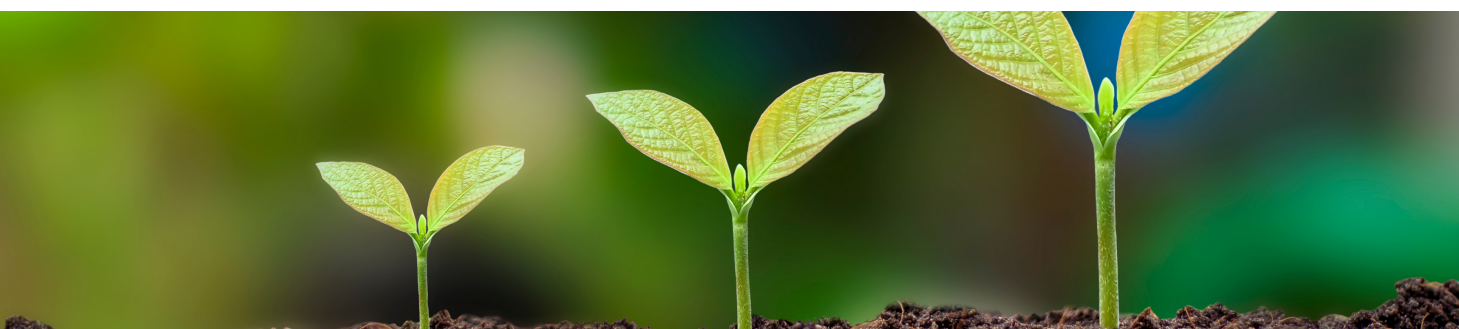
1. Integrate practical exercises with insights from the Neuroscience of Change and Positive Psychology. Helping teams understand their physical reactions, how the brain works, and how to access an optimal mental state. This enables them to make **conscious decisions, understand themselves better, recognise their strengths and leverage their skill set**.
2. **Take conscious action**. Exploring the latest science on what makes us feel fulfilled, happy and healthy, so they can bring their best selves to work and home.
3. Reconnect with the source and purpose of what they do, **regaining energy and motivation**.
4. Reconnect with their professional **purpose**, understanding how to return to a state of **creative flow**.
5. **Become more conscious leaders of their own lives**.



Transformative Growth: Unlocking personal joy and confidence

What attendees said:

- The transformative growth coaching session provides a great oversight in how we can enjoy and appreciate our work and life in a more balanced way. Using scientific insight on human behaviour well reflecting on past experience's and your own behaviours is a powerful way to bring context into our ability to become more consistent versions of our best self's. The coaches are great and the session leaves you with memorable takeaways to support you.
- Really enjoyed the session! It was great to take a break from a usual busy working day and really take some time for ourselves and to learn. The content was really interesting and there are many things that I will take away and try to implement into my daily working life. Thank you!
- An informative and interactive session with a lot of energy and passion. It was, very fittingly, a joy!
- I was surprised at how thought provoking this was; it really called me out on some of my behaviours and gave me some great ideas on how to move forward more positively.
- This was a great session that I really enjoyed, and helped me to get to know myself and my colleagues better!
- I approached the Transformative Growth: Unlocking Personal Joy Workshop Survey with some scepticism, unsure of what to expect. However, from the moment I walked in, I was pleasantly surprised. The workshop not only taught me practical techniques to stay present and appreciate the small moments in life but also highlighted the profound impact gratitude can have on our happiness. Through engaging exercises and insightful discussions, I learned how simple shifts in perspective can significantly improve our mood throughout the day. Lucia created a warm and encouraging environment, with a down to earth and humorous approach making it easy to participate and absorb the teachings. Since attending the workshop, I've noticed a positive change in how I approach each day. I'm grateful for the newfound awareness and practical tools. I highly recommend this workshop to anyone looking to cultivate more joy and fulfilment in their lives :)
- Fortunate to have enjoyed Lucia's workshops several times, each one empowering me to learn the value of joy, gratitude, character strengths, & pausing to recharge. The balance of neuroscience, interactive exercises & toolkits, delivered with humour & humility have been brilliant.
- The sessions was fast paced, fun & interactive! As a team we came away refreshed and with a clear understanding of some practical tools & concepts we can use to work better and happier together



Strategy in action: How to turn personal objectives into sustainable outcomes

A workshop designed to **elevate performance** without sacrificing health, clarity or motivation.

In an increasingly demanding work environment, the ability to **self-regulate, maintain mental clarity and protect wellbeing** has become an essential skill. This workshop offers a practical, science-based approach to help professionals and teams perform at their best without falling into burnout.

Using tools from the Neuroscience of Change, Positive Psychology and behavioural management, participants will learn how their mind and body function under pressure and how to apply strategies that support **sustainable performance, more effective communication and greater professional satisfaction**.

By the end of this session, participants will be able to:

1. **Manage stress under pressure:** understand how the brain shifts into survival mode and how to return to a state of clarity and control.
2. **Improve emotional intelligence:** interpret internal signals from the gut, heart and head to make better decisions.
3. **Strengthen executive function:** keep the prefrontal cortex active to think strategically, communicate effectively and solve problems.
4. **Build sustainable wellbeing habits:** work with the four pillars of wellbeing (sleep, nutrition, movement and mind) to maintain energy and performance.
5. **Reduce cognitive biases at work:** understand mindset and brain functioning to identify cognitive biases and shift toward a growth mindset, improving team performance and confidence.
6. **Prioritise high-value work:** use personal-development tools to create frameworks that align time, energy and professional goals.



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