

Dynamic Transitions Psychological Consulting



About Dr. Lisa Orbé-Austin

Dr. Lisa Orbé-Austin is a licensed psychologist and executive coach, with expertise in Imposter Syndrome, career advancement, and leadership development. She is a co-founder and partner of Dynamic Transitions Psychological Consulting, a career and executive coaching consultancy, where she works mostly with high potential managers and executives

Lisa Orbé-Austin, PhD
Founding Partner
Dynamic Transitions Psychological Consulting, LLP

She earned her doctorate in Counseling Psychology from Columbia University. Her views about career advancement, job transitions, leadership, and diversity & inclusion are regularly sought by the media and she has appeared in outlets such as The New York Times, NBC News, Forbes, The Huffington Post, Refinery29, Business Insider, and Insight Into Diversity. She has been honored twice as a Top Voice on LinkedIn in the areas of Job Search & Careers and Mental Health. Dr. Orbé Austin has been an invited speaker at various national conferences. She gave a TEDx talk entitled "The Impostor Syndrome Paradox: Unleashing the Power of You."

She regularly consults with organizations in the private sector, non-profits, and educational institutions in supporting their employees and senior leadership teams to address gender bias, diversity, equity, & inclusion concerns, leadership development, effective communication, team cohesion, and managing conflict management.

Her first book, *Own Your Greatness: Overcome Impostor Syndrome, Beat Self-Doubt, and Succeed in Life* (Ulysses Press, 2020) co-authored with her partner, Dr. Richard Orbe-Austin, was released in April 2020. The book was a finalist for the 2020 Foreword INDIES Book Award. Her most recent book is *Your Unstoppable Greatness: Break Free from Impostor Syndrome, Cultivate Your Agency, and Achieve Your Ultimate Career Goals*. This book was released in December of 2022 and focuses on how to sustain your impostor syndrome-free life, reduce burnout, improve healthy leadership skills, while conquering toxic work cultures.

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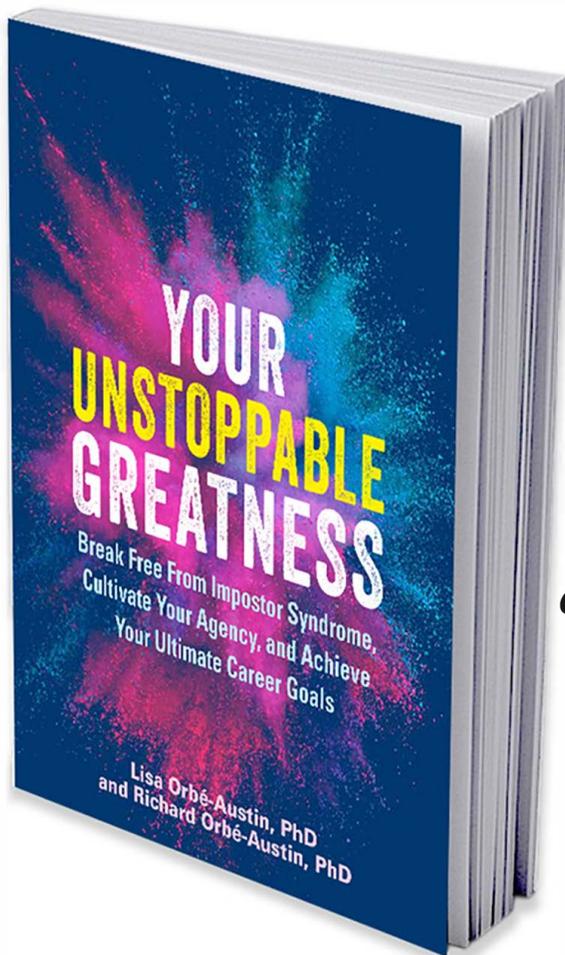


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The Your Unstoppable Greatness Book



In their first book, Lisa and Richard Orbe-Austin offered concrete steps to overcome impostor syndrome and Own Your Greatness. Now, they're taking the work a step further and showing how to navigate toxic or unsupportive work cultures in a healthy way. Their programmatic approach to creating impostor syndrome reducing cultures was developed from years of professional experience and informed by their own struggles feeling unsupported and unhappy in the workplace. For those ready to pursue their goals and create positive change in their work environment, Your Unstoppable Greatness will support their journey.

“ In Your Unstoppable Greatness, Lisa and Richard Orbe-Austin brilliantly use their clinical insights as licensed psychologists, combined with years of working with companies, associations, and universities, to provide an accessible book aimed at helping individuals combat their impostor feelings to reach their highest potential. Grounded in sound psychological principles and insights ... the book provides an easy-to-follow, step-by-step guide for achieving one's dreams by learning how to identify systems, organizations and toxic work environments that serve to reinforce feelings of impostorism.

— Kevin Cokley, Ph.D. University Diversity and Social Transformation Professor, University of Michigan, and Editor of Making Black Lives Matter: Confronting Anti-Black Racism

“ This book contains outstanding frameworks to navigate the toughest workplace scenarios, including applicable questions after each succinct chapter. In a field chock-full of self help and advice, this one delivers above and beyond as it poses real-world questions to reconsider situations that often have seemed impossible to describe. The authors' depth of understanding about the stakes within modern workplaces makes this a reference guide as much as a tool in crisis redirection & burnout aversion. Highly recommend to anyone struggling to make sense of workplace dynamics, or to those just looking to make wise decisions.

— Amazon Reviewer

Overcome Impostor Syndrome and Build Your Ideal Career!

Have you ever felt stuck at your job? Or burned out due to a toxic work environment? When you struggle with impostor syndrome and feel like a fraud, it can become easy to get trapped into an unhealthy cycle in your career and lose focus of your goals.

Your Unstoppable Greatness will give you the tools you need to recognize your potential, connect to your agency, and create the career path you always wanted. With the help of this interactive workbook, you'll find research and therapy-backed exercises, prompts, and activities to help you:

- Identify Toxic Work Cultures
- Conquer Perfectionism
- Construct Your Dream Career
- Redefine Your Success
- Feel Empowered in Your Agency

Take the next step to achieve a happier, more fulfilling career.

Product Details

Publisher : Ulysses Press
Publish Date: Dec 6, 2022
Language: : English
Paperback : 216 pages
ISBN-10 : 164604407X
ISBN-13 : 978-1646044078
Item Weight : 6.4 ounces
Dimensions : 7.5" x 0.5" x 9.25"

★★★★★ 5 out of 5

The Own Your Greatness Book

Stop letting impostor syndrome hold you back! This guided workbook of interactive exercises and research-backed activities will help you conquer self-doubt, realize your true worth, and enjoy your success.

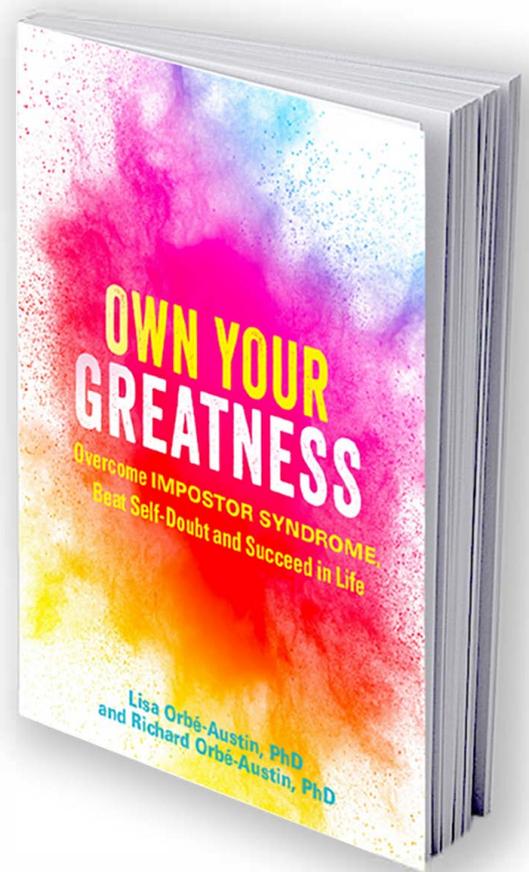
How many times have you thought that everyone is crushing it except you? How often have you looked at one of your accomplishments and attributed it to luck or the help of others? It can be difficult to acknowledge our own successes and skills, and overcome the feeling of being an impostor. **But moving past that feeling is crucial to continuing down the path to even greater success and happiness.**

“ Own Your Greatness is SO much more comprehensive than I expected. In addition to covering the ground you'd expect – an overview of what imposter syndrome is, identifying your triggers, and coping/healing strategies – it also takes you through identifying where you got your impostor syndrome. In doing so, you can empathetically contextualize it so you can release it, reprogramming your automatic negative thoughts, prioritizing self-care, and setting yourself up for optimal performance in the future.

– Amazon Reviewer

“ I am shocked at how impactful this workbook has been I can't overstate how helpful this book is. You have to put in the work, and really self-analyze with their guidance, but it's completely worth it!

– Amazon Reviewer



Own Your Greatness will give you all the tools you need to recognize and overcome the impostor syndrome that is holding you back.

Packed full of research- and therapy-backed exercises, prompts, and activities, this interactive workbook will help you:

- Identify the root causes of your impostor syndrome
- Recognize your natural skills and strengths
- Gain the confidence to lead
- Speak up for yourself
- Feel comfortable receiving and giving praise

With this book, you'll acknowledge the skills you bring to the table, understand that you truly deserve your success, and take steps to a successful, happy, and fulfilled life.



2020 Foreword
INDIES Book Award
FINALIST

Product Details

Publisher : Ulysses Press
Publish Date: April 28, 2020
Language: : English
Paperback : 152 pages
ISBN-10 : 1646040244
ISBN-13 : 978-1646040247
Item Weight : 12 ounces
Dimensions : 7.5" x 0.35" x 9.25"

★★★★☆ 4.7 out of 5

351 global ratings (on Amazon.com)

Media: Videos and Podcasts

The Imposter Syndrome Paradox | TEDxDeerPark



The Impostor Syndrome Paradox: Unlocking the Power of You - TedX Talk.

Regular Contributor to NBC LX



Watch Lisa in interviews concerning Career Issues & Mental Health.

Lisa Orbé-Austin Battling Impostor Syndrome



Allison Haunss interviews licensed psychologist & executive coach Lisa Orbé- Austin.

Break It Down – Impostor Syndrome



An interview with Caress Russell of Arizona PBS on Impostor Syndrome, the pandemic, & blurred boundaries between work & home.

Podcasts

Hello Monday with Host Jessi Hempel

Battling Impostor Syndrome with Lisa Orbe-Austin



The People Podcast with Jesse Tinsley

Creating and Maintaining Inclusivity in the Workplace



Her Life By Design with Host Christina Galbato

How to Get Beyond Impostor Syndrome and Other Mindset Blocks



Switch, Pivot, or Quit with Host Ahyiana Angel

How to Work Through Impostor Syndrome



Get Wellthy with Host Michelle Smith

Episode 16: Struggling with Impostor Syndrome? with Dr. Lisa Orbe-Austin



Pharmaceutical Podcast with Host Kim NewLove

Interview with Dr. Lisa Orbé-Austin



The Productive Woman with Host Laura

Overcoming Impostor Syndrome



Sustainably Human At Work with Liz Wiltsie

On Impostor Syndrome with Dr. Lisa Orbé-Austin



Find Your Dream Job with Host Mac Prichard

Overcoming Impostor Syndrome in Your Job Search



HUFFPOST: Building Resilience In The Workplace



A discussion on mental health, myths about productivity & tips for being kind to yourself in an era of constant emotional stress & grief.

OUTSIDE THE BOX featuring LISA ORBE-AUSTIN, PhD



Psychologist & Executive Coach/TEDx Speaker|Author, Own Your Greatness: Overcome Impostor Syndrome.

Psychological Burdens of Impostor Syndrome While Black



A discussion on Impostor Syndrome, racialized trauma, & combating the mental impact it has on Black professionals.

Masterclass with Dr. Lisa Orbé-Austin



Identify the root causes of impostor syndrome, recognize our natural skills & strengths, & gain the confidence to lead or simply speak up for yourself.

Q&A: Impostor Syndrome FAQs

WHAT IS IMPOSTOR SYNDROME?

Impostor syndrome is the phenomenon where you constantly feel fearful of being exposed as a fraud, constantly doubt your abilities, and have difficulty internalizing your accomplishments.

WHO TENDS TO EXPERIENCE IMPOSTOR SYNDROME?

While 70% of the population reported having experienced impostor syndrome, it tends to affect high achieving professionals most often.

WHAT IS THE BEST WAY TO ADDRESS IMPOSTOR SYNDROME?

You can help them by being supportive of their impostor syndrome experience, and not dismissing their concerns as being "silly" or "foolish." Allow them space to speak their truth and to explore their challenges with you. Then, you want them to be able to counter their narrative about being a fraud and provide them with positive feedback about their skills, talents, and accomplishments. You want them to also prioritize their self-care and to not overwork.

HOW DO YOU KNOW WHEN YOU HAVE IMPOSTOR SYNDROME?

Impostor syndrome typically shows up in your work life. If you tend to overwork, discount positive feedback, are unable to own your accomplishments, attribute your successes to luck, mistake, or a relationship, and are always concerned about being exposed as a fraud, you likely are experiencing impostor syndrome.

HOW DOES IMPOSTOR SYNDROME IMPACT LEADERSHIP?

As a leader, it may cause you to micromanage, to be indecisive, and to overwork yourself and your team, which can lead to negative feedback, poor performance reviews and a loss of credibility. It may also cause you to not take risks, which can limit innovation, and the perfectionism linked to impostor syndrome, may also lead you to be more reactive to team members when they make a mistake, which can erode trust.

HOW CAN IMPOSTOR SYNDROME AFFECT YOUR CAREER?

Impostor syndrome can cause you to not take risks, such as finding a better job, because you are afraid of being exposed as a fraud, and don't believe that you will be able to succeed elsewhere. Therefore, impostor syndrome can limit your options, including seeking a promotion or asking for a raise, since you don't believe you are deserving of advancement. Impostor syndrome can also cause perfectionism to be heightened, making you unable to tolerate mistakes and diminishing your confidence when errors are made, leading to less visibility, and less opportunities for advancement.

CAN YOU CURE IMPOSTOR SYNDROME?

Impostor syndrome is not a diagnosable psychological condition. Therefore, it is not a condition to be cured. Rather you can overcome it, by changing your thoughts, actions and behaviors. The goal is to minimize and control impostor syndrome feelings, especially in situations which can trigger it, like starting a new role or taking on a new project. By decreasing the volume and frequency of your inner critic, which sustains impostor syndrome, you can neutralize its effect on your daily work and leadership experiences.

Testimonials & Honors

LinkedIn

TOP
2022
VOICES

“It is always a pleasure for me to work with Dr. Orbé-Austin! She gave one of the most popular keynote addresses at the 2021 Harvard Medical School Coaching Conference, sponsored by the Institute of Coaching, which is one of the world’s largest coaching conferences. ... She is an expert on Impostor Syndrome and I wouldn’t hesitate to recommend her to any organization interested in a research-based approach to this important topic!”

– Jeffrey W. Hull, Ph.D. , Director of Global Development, Institute of Coaching, Clinical Instructor of Psychology, Harvard Medical School of Social Work

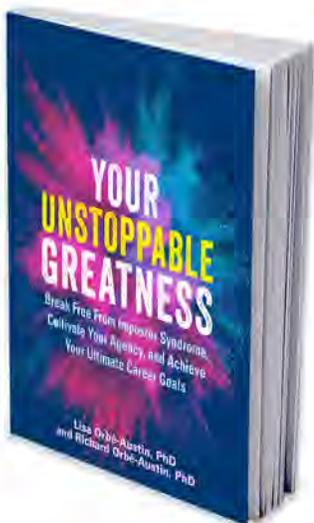
“Lisa is a dynamic and compassionate educator and coach. Her workshops on Imposter Phenomenon have been pivotal for staff, especially people of color and LGBTQ leaders, who so often feel unseen in the workplace. Her work has normalized the experience of imposter syndrome and provided emerging leaders with the practical tools to honor themselves and to ask for more.

– Ashleigh Washington, MSW, Senior Director of Learning & Staff Development, Safe Horizons



“Every year, they deliver research-backed, equity-informed programming on how students can own their greatness and find the career of their dreams. Their facilitation style is empathetic, energetic, and warm, and students always walk away from their interactions with Lisa and Rich feeling validated and inspired ... They are an incomparable asset to any program, organization, or individual that is looking to find meaning and purpose in their lives.

– Sasha Massey , Associate Director, Social Impact Leadership Programs, New York University



“The volume is a very readable treasure trove of wisdom which guides the reader in applying psychological truth – taken from the authors’ professional practice and expertise – to address stumbling blocks to career success. Unlike many volumes which do not offer the “how to” in achieving the reader’s goals, Your Unstoppable Greatness acts as both commentary and a workbook that uses practical techniques and tools – case studies, reflection exercises, and a wide range of helpful tips and key takeaways – to assist the reader in understanding Impostor Syndrome’s impact and the workplace dynamics that trigger it . . . It will help you to recognize and address the beliefs and behaviors that may be blocking the success that you desire and deserve – add it to your library today!

– Dr. Corlisse Thomas, Senior Vice Chancellor at Rutgers University