

# Dynamic Transitions Psychological Consulting



## About Dr. Richard Orbé-Austin

Dr. Richard Orbé-Austin is a psychologist and a founding partner of Dynamic Transitions Psychological Consulting LLP, a career and executive coaching consultancy. Dr. Orbé-Austin has worked in the field of diversity, equity, & inclusion and executive coaching for over 15 years. He was the Founding Director of NYU's Graduate Student Career Development Center, developing the strategic vision and leading a team responsible for managing the career needs of over 14,000 master's and doctoral students in over 100 different disciplines. Prior to his tenure at NYU, Dr. Orbé-Austin served in a variety of leadership roles, including as the Chief Diversity Officer at Baruch College-City University of New York and as President of the NY Association of Black Psychologists.

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

In his practice, Dr. Orbe-Austin works with executives, senior leaders, and mid-career professionals to identify their best-fit career options, advance their career goals, and strengthen their leadership skills. He also regularly consults to academic institutions, corporations, and nonprofit organizations on issues related to leadership, diversity, equity, & inclusion, anti-racist practice, burnout prevention, impostor syndrome, and creating healthy workplaces.

Dr. Orbe-Austin's opinions and writings have appeared in a variety of publications and academic journals including Forbes, Fast Company, ThriveGlobal, Diversity Executive, the Journal of Multicultural Counseling & Development and the Handbook of Racial-Cultural Counseling and Psychology. He earned his PhD in Counseling Psychology from Fordham University's Graduate School of Education and his BA in Psychology from NYU. He is a TEDx speaker and the author of the book *Own Your Greatness: Overcome Impostor Syndrome, Beat Self-Doubt, and Succeed in Life* (Ulysses Press, 2020), co-authored with his partner, Dr. Lisa Orbe-Austin. The goal of the book is to provide a systematic formula to eliminate impostor syndrome and to assist readers to own their talents and power, in order to fully realize their goals, & to lead a more balanced life. It was a Foreword INDIES Book Award Finalist. His new book *Your Unstoppable Greatness, Break Free From Imposter Syndrome, Cultivate Your Agency, and Achieve Your Ultimate Career Goals* (Ulysses Press, December 2022), also co-authored with his partner, 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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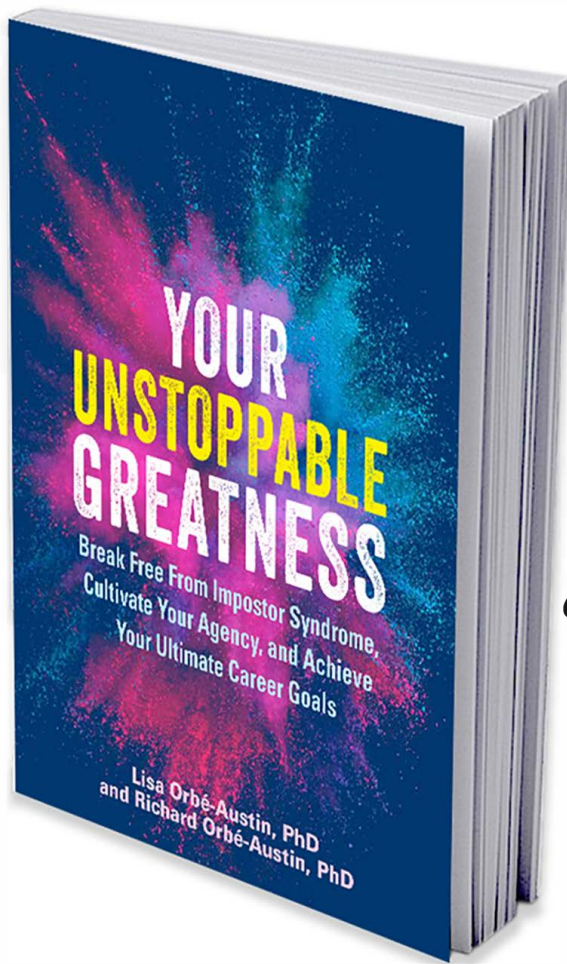


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# The Your Unstoppable Greatness Book



In their first book, Lisa and Richard Orbe-Austin offered concrete steps to overcome imposter 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 imposter 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 work-places 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 work-places 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

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★★★★★ 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.

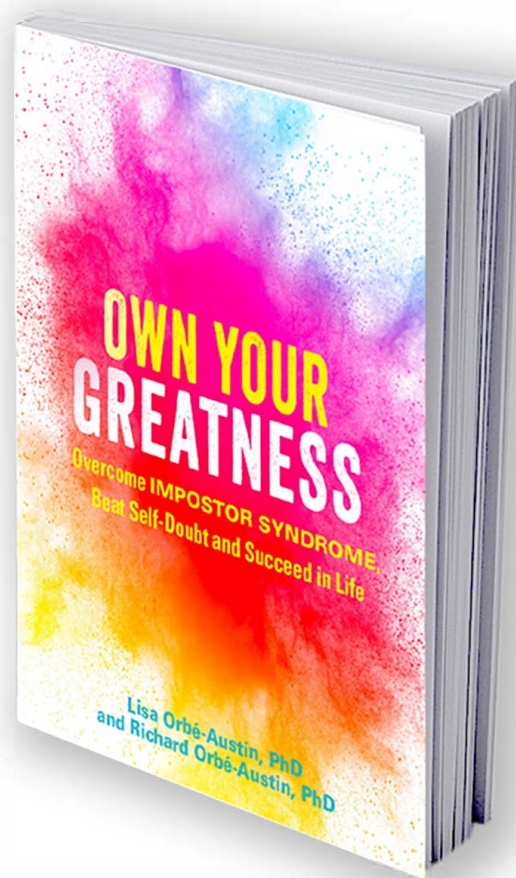
How many times have you thought that everyone is crushing it except you? How often have you looked at one of your accomplishments and attributed it to luck or the help of others? It can be difficult to acknowledge our own successes and skills, and overcome the feeling of being an impostor. **But moving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



## Product Details

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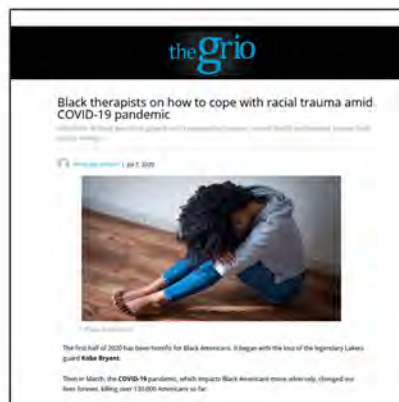
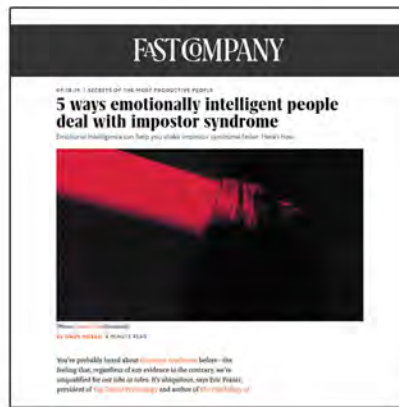
★★★★☆ 4.7 out of 5

351 global ratings (on Amazon.com)

# Media: News Articles

Dr. Richard Orbé-Austin's views and expertise on the subjects of imposter syndrome, mental health, career advancement, job transitions and search, leadership, organizational culture, and diversity, equity and inclusion are regularly sought by the media, and he has appeared in various national and international outlets.

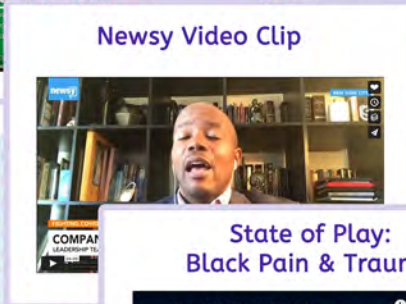
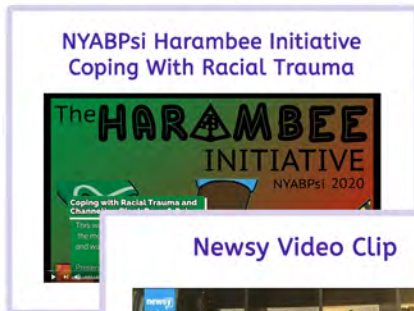
featured in **TODAY** **FAST COMPANY** **Forbes** **The Philadelphia Inquirer** **EBONY** **THRIVE GLOBAL**





# Media: Videos and Podcasts

## Videos



## The Imposter Syndrome Paradox | TEDxDeerPark



*This talk was given at a TEDx event using the TED conference format but independently organized by a local community.*

## Podcasts

All in a Day's Work  
By NYU Wasserman  
Episode 13: Richard Orbe-Austin, Dynamic Transitions



Whole and Complete with  
Host Dr. Shante Holley  
The Speaking from Hurt Finale  
with Dr. Richard Orbe'-Austin



Hello Monday with Host  
Jessi Hempel  
Re-opening. Rich Orbé-Austin  
on how we are feeling



InnovaBuzz with Dr.  
Jürgen Strauss  
Dr Richard Orbe-Austin, Own  
Your Greatness



Toxic Leadership with Dr.  
Kevin Sansberry II  
Dr. Kevin Sansberry II talks to  
Dr. Richard Orbé-Austin about  
managing imposter syndrome.



Living corporate with Host  
Zachary Nunn  
The Psychology of Imposter  
Syndrome with Dr. Richard  
Orbé-Austin





# 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

Dr. Orbé-Austin has been a keynote speaker and an invited presenter at various national conferences & meetings, and consults to academic institutions, corporations, and nonprofit organizations on issues related to leadership, career development & transitions, diversity, equity & inclusion, anti-racist practice, impostor syndrome, burnout prevention, and stress management.

“ Dr. Rich Orbé-Austin is an expert authority on Impostor Syndrome and we have hired him to partner with our Fortune 500 clients to build confidence and career readiness with early talent. He provides actionable steps and strategies that can be applied immediately, and feedback is consistently high with attendees. Rich’s expertise is truly a gift to the world.

– Jeannie Liakaris, Head of Client Success  
Cappfinity



“ “We knew we needed help to develop a comprehensive DEI approach and in Dr. Orbé-Austin, we found someone with the knowledge and skills who could help us embrace the principles of DEI and arrive at a place where we are a stronger organization through a commitment to DEI. Dr. Orbé-Austin brought the expertise and the sensitivity that was needed to engage in hard conversations with all of our staff and he guided the creation of a strategy that was grounded in a rigorous framework. I think the best way to gauge the impact of a consultant is to see what happened after the engagement was over; He left us with the commitment and courage to continue the work ourselves and our DEI activities now have an impetus of their own and are making a real difference in the work of our team.

James Snow, Chief Operating and Financial  
Officer, Prospect Park Alliance