

LeaderImpact Podcast Ep. 19 - Keri Schwebius - Overcoming Imposter Syndrome

Lisa Peters

Welcome to the LeaderImpact Podcast. We are a community of leaders with a network in over 350 cities around the world dedicated to optimizing our personal, professional, and spiritual lives to have impact. This show is where we have a chance to listen and engage with leaders who are living this out. We love talking with leaders. So if you have any questions comments or suggestions to make the show even better. Please let us know the best way to stay connected in Canada is through our newsletter at leaderimpact.ca or on social media @leaderimpact. And if you're listening from outside of Canada check out our website at leaderimpact.com.

I'm your host Lisa Peters and our guest today is Kery Schweabijs. Keri is the president of Ellevate Executive Coaching and co-author of a leadership book called *Mind the Gap: Navigating Your Leadership Journey* as well as working for her father to support him in running his businesses. Before all this Keri spent 20 years in public relations helping executive teams communicate with stakeholders. During this time, her passion was employee communications making her a messenger, translator, and advisor for leaders. This inevitably led to her field of leadership.

Today Keri is a certified executive coach with a Master of Arts and Leadership and a graduate certificate in Executive Coaching at the Royal Roads University in Victoria, BC. She also holds accreditation in emotional intelligence, change management communications, and team building. She brings a down-to-earth approach to every engagement.

She's incredibly grateful for all the blessing she has been given in her life and more than anything she wants to give something back. Her purpose is to make a difference in the world and she does this by partnering with others who want to improve their workplaces. Keri has a genuine desire to make a positive change in the world. Not only working with clients but also as co-chair of Women in Leadership Saskatchewan and as chair of the board of directors of CityKidz Regina. Join us now for a conversation with Keri on dealing with imposter syndrome in your personal, professional, and spiritual journey.

Hello Keri how are you?

Keri Schwebius

I'm wonderful Lisa thank you for having me here today.

Lisa Peters

Well, I'm super excited to just get into this topic because this subject intrigues me. And when I read your book, *Mind the Gap*, and it really is that leadership journey right from being on the

team to leading the team. And somewhere in between there, I think there can be a little bit of imposter syndrome So I'm really excited to get going on this. So if you're ready to go. Let's jump in.

Keri Schwebius

Absolutely.

Lisa Peters

Okay, so I know that I first wanted to ask this question because we have spoke before and we've talked about just life being hard. And it's funny because I sometimes just want to hear it from a coach. Like Keri life is hard. And I just want you to tell everybody that because maybe it'll just make me feel better.

Keri Schwebius

Life is hard. Life is...I mean absolutely there are moments of joy and love and wonderfulness but there are so many parts of the human experience that are so hard and a lot of things we have absolutely no control over.

Lisa Peters

Yeah, and I think we forget that. I think that we forget we have no control over this and we have to step back. And I know that I have loved every minute I have had a leadership coach. Currently not with one but they always made you feel that just step away from it because nobody, not everybody has the answers. So I'm glad to engage in this conversation with you.

So my first question to everybody is to tell us a little bit about your personal journey but I want to hear about becoming a leadership coach and an author because this doesn't happen overnight. And I mean you were 20 years in public service or public relations. But how did you get to where you were?

Keri Schwebius

Yeah, so I loved communications. And like you mentioned in my bio I loved employee communications. And really helping employees to have the information they needed to do their jobs and manage the change in organizations which we know is persistent. And I really started to love the idea of leadership and being that in-between between the executive and employees I could see, Okay, what are executives saying, and then what are executives doing?

And so I started to really get interested in leadership. I started reading a lot of books about leadership. And then I was at a point in my career where I felt like. Okay I'm ready for something new. And that's when I decided to do my Master's degree. So I did that for two years while I kept working.

And when I was done I felt stuck. I felt stuck in...and I had changed jobs in between as well. But I felt like all of this knowledge that I had gained, I wasn't fully able to share it or to make use of it in the role that I was in. And I got frustrated. And I also felt like because I was feeling

frustrated I wasn't able to show up as the leader that I really wanted to be for the people who were reporting to me. So I made the decision to leave and start my executive coaching business while I also worked with my dad.

And so I went away, did my schooling at Royal Roads, and then when I'm coaching people I found that I have lots of opportunities to share my knowledge about leadership. When I completed my coaching program, two of my colleagues and I sat down and decided we were going to write a book. And we all agreed, almost instantaneously, it's going to be about leadership.

And so we for two years started working on this book. And we have really broad experience. So Doug works in policing he is or he was the chief conservation officer in BC. Now he's serving as assistant deputy minister. Heather works in education in Alberta. And I had mostly a corporate background and I'm here in Saskatchewan. So we had this breadth of experience that we could share and so we just started throwing together all these ideas about leadership. And we would each take a chapter and write about it and then we brought it together in this book. So the overall process was two of writing and then going through edits and working with our publisher and then and then getting that out just in January of this year.

Lisa Peters

Wow! So how did you come to meet Doug and Heather? I mean was it through Royal Roads?

Keri Schwebius

Yeah, so we all met at the coaching program at Royal Roads. And the program has a cohort model. So you meet your class. You go actually physically to Royal Roads for a week and you get to know these people, and then through the next nine months you work virtually. So Heather and Doug and I actually weren't in any similar groups or anything but we actually arrived on campus at the same time. Heather and I actually met in the Edmonton airport and just kind of clicked. We just had...there was just something about the two of them that I really just was drawn to.

Lisa Peters

Yeah, yeah, that's good. Now we're not gonna, I mean *Mind the Gap* is an amazing book and I think it's it's a really great book for those people that are in that transition between I'm on the team to I'm leading the team. But we're gonna cover that one small area of imposter syndrome and I and know it's like quite early in the book. So my next question for anyone who doesn't know but what is imposter syndrome?

Keri Schwebius

Yeah, so imposter syndrome is...there's there are a few words for it. So some people call it limiting beliefs. Some people call it cognitive distortion. But it really is the belief that I'm not worthy or I'm not good enough to be where I am or to pursue something. And I think that women tend to experience it more than men.

Lisa Peters

The word phony or fraud comes. We feel phony or we feel like a fraud like we don't deserve. Those are the words that come to my mind when I think of imposter syndrome.

Keri Schwebius

Yeah, and I think that, so there's the statistic that men will apply for a job that they're partially qualified for. But women won't apply for a job until they check all the boxes. And I'm not sure why that is. And I'm thinking it's something historical and the expectations that are put upon women but it makes me sad actually to think that we don't reach for those things that we could totally grow into.

Lisa Peters

I read, just doing a little bit of research prior to talking to you, that the term was first used by psychologists. There were two psychologists in 1970 and they say talk about a little bit. They said applies mostly to high achieving women. And it's funny because we don't show it. We look, I mean I'm looking at you, you're looking at me and we see what we see but deep inside we have that I don't feel worthy I don't feel like I'm good enough. And we're really sabotaging ourselves. We really...we're hurting ourselves.

Keri Schwebius

Absolutely. And I mean...so I'll give you an example when you show up to a meeting and it's the first time maybe you meet a group of people or maybe you've just been promoted and now you get to attend whatever it is, the senior management meeting. And you look around that table and you think to yourself, Wow these people like they're all in these leadership roles and they've got these amazing careers and I don't belong here, I don't fit here. And I think what we forget is that everybody is trying to figure it out. Nobody has all the answers. Nobody knows all of the information and that's the reason why they bring teams together so that people can have their different areas of expertise. And no matter what your background is or what your experience is, even somebody right out of university, brings a perspective that is valuable to the team.

Lisa Peters

Yeah, so before we get into sort of how do we get over it or how do we get past it I don't know if you can just point out some common signs of imposter syndrome. Like I think of like you said you go into a meeting and what am I doing here or you give a great speech and you're like oh that was no good that complete self-doubt. Sadly I can think of ways that I've done that. But I know if you can think of if someone's listening, what are those signs of imposter...and it also could be just recognizing it in someone and talking to them about it. But what are signs that someone might have imposter syndrome?

Keri Schwebius

So there are several signs. And it's different ways of looking at a situation. So for example, all are nothing or black or white. It's got to be perfect or I'm a complete failure. But that's not

really how it works. Life is complicated and people are complicated and really complex. And there are a thousand shades of gray and perfection is impossible. And so when we don't meet what we perceive to be that level of perfection, we think we're a failure. And this is especially when it comes to social media because there are so many things that we see every day that is just a tiny little snapshot of, somebody's career or somebody's life and it looks amazing. And we see like we don't measure up. But it's not the big picture. It's one shining moment and there are so many shining moments in our own lives as well.

It could be the mental filters that you see through. So if you decide, if you wake up in the morning and maybe you sleep in and your alarm doesn't go off. Whatever you sleep in and you wake up in a rush and you're like, Oh my gosh I'm having a terrible day. That mental filter is going to persist all through the day. So everything that happens you're going to view through that negative filter. Oh, my parking, somebody's in my parking spot I'm having a terrible day. Oh, I got to wait for the elevator. Oh, it's a terrible day. Sometimes these things wouldn't bother you on any other day but you've made that decision right out of bed that it's a bad day. And so that's how you see the world rather than viewing the world as it is a great day and I'm awake. And I'm alive and I have a job that I get to go to and I have a roof over my head. And so there's that mental filter that people look for.

Another thing is should. I should do this. I should get my kids off the video game. I should make an awesome dinner. I should do this. And we feel this expectation of all these things that we should be doing in order to be that amazing woman, an amazing mother, an amazing wife. And those shoulds are really just making us feel guilty when we don't measure up. And so it's hard but we need to let go of those shoulds.

For example, when I did my master's degree I was working full time. I had three kids and a husband. And I decided at the beginning that my house was not going to be my priority. Should I keep my house clean? Yes, I feel like I should. But when I decided what's the priority here? I don't have endless amounts of time to do everything so there's something that I just need to let go. And my house over those two years became so cluttered. But at the end of it, I had a master's degree. I had learned so much. My family didn't feel like I had abandoned them at all. And when it was done I decluttered my house and life went on. So letting go of some of those shoulds.

Labeling is another one that we do. So we look at other people and we label them based on what we see or what we perceive that we see. Somebody's dressed differently than we are. Their hair's colored or whatever and we make judgments about people. That's another area of cognitive distortion or limiting beliefs.

One thing that we're all guilty of is jumping to conclusions or making up stories. So for example, if you haven't heard from a friend in a couple of months you're thinking, Oh my goodness they haven't called me, are they mad at me? What did I do? And then you start going back to your last conversation and what did we talk about and, Oh my gosh and they're going

to be so upset with me and how do I make it better? And then when you reach out to them and connect with them you learn that it had absolutely nothing to do with you. But for some reason, we have to make up these stories in our heads and fill in these gaps.

Another thing about that negative thinking or limiting beliefs or imposter syndrome is discounting the positive. And not stopping to recognize some of those achievements or even the things that we're really great at. So have you ever received a compliment? Somebody says, Hey Lisa you're really great at that. And you're like oh yeah, okay, there's others who are better. Or you get a really big project wrapped up and you've been working on it for months and you finish it up and then you're like okay now what's next? Rather than going this was amazing. Like I did such an amazing job and look at me. Nope, It's just like okay now what? What's next on the list? And I think it's so important to stop and recognize those wins.

Lisa Peters

Yeah, and celebrate your success.

Keri Schwebius

Yeah, for sure.

Lisa Peters

Now when you were talking about should ofs, and you should, I was just reading a leadership book, and I think it's *Essentialism* by Greg McKeown, and he talks of I have to but replacing that with I get to. I get to go to work today. I get to go to my son's baseball game. My daughter's baseball game. I get to and just replace that positive language. But yeah, so I get to do the dishes! (Laughing)

Keri Schwebius

(Laughing) Yeah, It's not always easy.

Lisa Peters

I get to clean the house! Yay. Okay, maybe not all right? So I know you talked a little bit about when you ran to Royal Roads and your house got a little cluttered but do you have any other personal experience or was that that you have had just in regards to imposter syndrome in your personal life?

Keri Schwebius

So when I decided that I was going to do my master's degree in leadership, I was pretty certain that that's what I wanted to do. I had been looking at Royal Roads for quite some time so I knew that was the school I wanted to go to. And I considered the MBA and the Master of Arts. And I was like oh I've been in the corporate world, an MBA? Maybe, lots of people know what the MBA is. And actually, when I talked to my supervisor at the time, he said to me, why not an MBA? I thought maybe I should do the MBA. But I thought about it a lot and I decided if I do an MBA then people are going to expect me to do things that an MBA does and I don't like doing that stuff. That's not where my passion is. My passion is really about the people and leading

the people. And that's what I want to do. So even questioning, Am I making the right choice? Am I doing the right thing? And I have a lot of clients who talk about that. At the beginning of the conversation, they're laying out options for something. What's my next career move? What's my next professional development? What am I going to focus on? And we talk about all the options. And at the end, they conclude what their heart was telling them in the first place. And so I don't know why we doubt ourselves so much.

Lisa Peters

Yeah, yeah, so you're not going to tell us the answer to why we doubt ourselves.

So let's move on because now we focused on what it is, why we're experiencing it, and how we can see people might have it. But let's talk like how do we get over it? How do we get past it? What can we do?

Keri Schwebius

Yeah, and the good news is there are lots that you can do. First and foremost, I would say take care of yourself. And this is so important. And I think women, especially mothers, are not always good at this because they're so busy taking care of everybody else and sometimes their care is last on the list and often they don't get to it. But I always say you can't pour from an empty vessel. And so you need to take care care of your physical self, your emotional self, your spiritual self, and always be filling your bucket, filling your cup. So I would say that's one of the most important things.

And be aware of those thoughts that you're thinking. So I like to use the term notice and name. So when you're looking at that job description and you're seeing how you're measuring up. And you're going, Wow, I only have this and this. I don't have this. Maybe I won't qualify. I'm not even going to try. And stop and go wait a second. What am I doing here? I can grow into this. So noticing and naming when those limiting beliefs show up.

It's funny, I was just speaking with a good friend of mine last night and she was telling me the story of a job that she had applied for and she was up against another candidate and the other candidate ended up getting the job. And she was quite upset because she felt she had more qualifications and would be a better candidate for this job but she didn't get it. He got it. And a few months later they ended up letting him go because he didn't meet expectations and they came back to her. And she was highly offended and no thank you. And then a few months down the road. They both begin different jobs and he ends up getting a VP role and she ends up getting a director role, in two different organizations. And then I asked her, what kind of role do you want to go after? Why don't you go after so a VP or an EVP or whatever? And she gave me this list of reasons why that's that's not going to happen or that's not how it works. And I was just kind of taken aback by, like here you are telling me how qualified and how you can outperform this other person, and yet when we talk about going after something that he's already got, you're already saying No no, no. So noticing that, noticing when you're doing that and calling yourself out on that.

Another thing you can do is to be mindful. And to practice. And so meditating.

Lisa Peters

I think that's hard for some people. Just meditating, for some people means quiet. And I don't know about you but I'm not sure how many quiet moments are in my brain. It's minimal. My brain doesn't turn off. And I mean I have to get up at 5:30 just to have my quiet time or my self-time. But I have to listen to things to like meditate. So touch a little bit on that and just what does meditating mean for you or for other people because I'm sure it's meant it means different things.

Keri Schwebius

So, I would say yes there is the meditation where it's, complete silence and those thoughts are gonna come up. Absolutely, and so the key there is just to go, Oh hey that thought is there. Push it away, back to the breathing. But there are guided meditations and because you're hearing somebody's voice that helps you to keep your voice quiet, the voice in your head quiet. Or prayer is a great form of meditation. So I think it can be different things for different people. But just taking that time. For me, it's just 5 minutes. I can't imagine sitting for an hour in total silence.

50:56.50

Lisa Peters

I totally appreciate you saying that because I'm thinking this I don't have 30 minutes! Get five. Like go, start five. Thank you.

Keri Schwebius

Yeah, wake up in the morning. Pour my coffee sit at the table and just take 5 minutes, and just be in that moment. Or journaling, writing about what's going on for me. What are the feelings that are coming up? What am I thinking and why am I thinking that and what am I gonna do? How am I gonna change my thinking so that I get what I want or I get to where I want to go? So there's that mindfulness.

And then I think another tool is to stay curious. So what's going on for me here? If I'm thinking I don't deserve to be in this meeting or among this group of people, or if when you're nominated for an award, Well oh, it's just a treat to be nominated. Well, why are you thinking that way? What is it that leads you to think that you don't deserve to be part of that group? What's going on there? And are there patterns? Does this show up over and over and over in your life?

And then I think a really great way is to turn your inner critic into your inner cheerleader. And start celebrating those moments and it has to be intentional. You have to make that choice to celebrate. Hey, you know what? I'm really great at this, like way better than some of these other people.

Or maybe you have to write notes around your house to remind you, sticky notes on the mirror, like hey you cooked supper today that was amazing! You included vegetables in the menu! Isn't that awesome?!

Or if you have to call a friend sometimes. We have these great friends who are so good at reminding us how wonderful we are and what a difference we've made for them in their lives. And so surrounding yourself with people who will support you and lift you up and tell you what you want to hear when you don't hear it yourself.

Lisa Peters

Yeah, because I think sometimes we think we're going at it alone. And we're not. And just to share it. Like you said call a friend, share those feelings because you're not alone. We are not alone. I have leadership groups that I meet with Wednesday mornings and we are all telling the same story. How we handle them is very different. We're older now. But we are all experiencing it. And how we laugh at it or...we need to share.

Keri Schwebius

Yes, absolutely. I remember...so my first child passed away when she was a week old. And I remember after then how many people came to drop off a card or bring us a meal and tell me about their experience. And it's not something that everybody talks about you. That doesn't come up in everyday conversation. But when you go through that experience, it's amazing how many people come out of the woodwork and say, Yeah, I've been there too. I know what you're feeling and I'm here to help. So really having that community I think is really important. Yeah.

58:18.60

Lisa Peters

Yeah, I remember teaching, oh I went to speak at a class and I'm gonna name her Tana Rowe asked me to come speak in Moose Jaw at her school. And in my speech, I said fake it. I had worn, I began wearing a set of pearls every day because that made me dress up. Like I needed to step up to the role I got hired to. A bigger position. But the pearls were the start. And then with the pearls, you had to put your makeup on and your hair because you were wearing pearls. And I said fake it till you make it. Tana never corrected me during the class but at the end, she came and said to everybody, We say face it till you make it. I'm like, Oh. And I changed my language after that. It's like you know what, that's exactly it because fake kind of sounds fake obviously. But face it. So it's a little bit I'm gonna face this and I'm gonna make it.

Keri Schwebius

Lisa, people are so willing to extend grace when you admit that I'm not great at this. Like showing up and saying hey this is the first time I've ever done this. I'm gonna do my best and people are already cheering for you. Rather than showing up and making a complete fool of yourself. I always think of like a waitress in a really busy restaurant. and I think about, two

ways that the different servers will deal with that situation and one server might come to the table and say hey guys I'm so happy you're here as you can see, we're super busy but I'm going to do my best to get you everything you need. And if I'm not paying attention just, wave your hand and call me over.

And then the other server that runs past you and throws menus at you and says we're really busy today I'll get back to you. And you think about that experience that different experience, and how much grace you will extend somebody when they're a bit vulnerable and tell you like this is what's going on.

Lisa Peters

Yeah, I'm going to be great. Just give me a moment. I will be a great server to you. Oh, that's good.

So before we continue on we're gonna switch the mood to or switch the mood. We're gonna switch the mood, Move on to sort of the spiritual because I think we got a little bit talk about there. Do you have anything to add about getting over the imposter syndrome? Any other points or don't want to cut you off.

Keri Schwebius

I think the last one is really ignore it and do it anyway. So that little voice in your head is going to tell you you're not good enough. You don't measure up. Shut up, not today, and do it anyway. I read Mel Robbins who wrote a couple of books. She wrote *The 5 Second Rule* and then *The High 5 Habit*. I've read the first one and partially read the second one. And some of the things that I take away from her is you're never going to feel like it but do it anyway. So if you've set a goal and it's going to take a lot of work to get there, you might not feel like getting started. But do it anyway. Because once you get going then you start to gain momentum and you make some progress and it feels good and then and then you keep going. So push that voice aside, do it anyway.

Lisa Peters

Yeah, we're gonna come back to that voice in that little bit. But let's talk a little bit about your spiritual journey and just give us a little bit of...because I can tell you, and I have only interviewed for 5 minutes prior to this about your book, and in that time I knew that you were faith-based. And it was in the way you presented, the way you spoke it was everything about you. So just give us a little about your spiritual journey to date so we can understand.

Keri Schwebius

Well, I grew up in the Catholic Church and it was my mom who took my sister and I to church every weekend. And so went through all the sacraments, went to mass every Sunday or Saturday night. And then on the other side I had this father who wasn't religious, did not go to church with us except on Easter and Christmas, and sometimes brought a book with him to read and it wasn't the Bible. But he really lived the life of a Christian, gives to people and he

has volunteered on so many boards, he does random acts of kindness all the time. And really just wants to help people and make a difference. So I saw that structure of religion. But also how to live a life of love, basically.

Lisa Peters

Wow, That's really good because I think of my own family. We were, mom dragged us to church and my dad was the greatest man, just a giving man. And everything you just said there makes me think of him differently right now. So thank you for sharing that.

What I want to talk now about is there are people who are listening who are not Christians. They're listening and they want to be there. And I know that when I first, I grew up Catholic (Laughing) whoever's listening, knows I grew up Catholic, married to Mennonite, where it's like a joke we're practicing Baptists. But I remember leaving the church when I was so young and then I found that I was missing something and it took a long time and I came back to it. In that time though, I remember going to church and meeting with my care groups and meeting with these ladies and they knew scripture like nobody else and they knew where to find those stories in the Bible. Like they were awesome and I and I kept coming and thinking I feel like a phony I feel like a fraud. And I remember feeling that because I wasn't there. I wasn't that good at...and I mean I show up here at this podcast for that reason just to keep myself in the word and hearing people's stories. But I just know if you can touch...It's really kind of the same thing I'm thinking the imposter syndrome can be seen anywhere between our personal professional and spiritual.

Keri Schwebius

Yeah, and when you talk about imposter syndrome, I think of being a Catholic and growing up in that Catholic Church with the things that the church preaches. And there are sometimes when I struggle with some of those teachings and how I feel are what I believe in my life but I always think it could be any religion. It's about faith. It is about faith in something bigger than yourself and purpose really. What is the meaning of life? And for me, the meaning of life is love and about sharing with the world my love, and how do I leave the world a better place than when I showed up? And it could be just one person I make a difference for. It doesn't have to be changing the world even though I'd really love to do that. It's just about letting people know that they are important and valuable and treating them with love and respect.

Lisa Peters

Yeah, it really is. A comment I was gonna make is just when you don't know where you're coming from and you feel like that, what if people find out, I was gonna come back about that voice and I know where that voice is coming from. It's not God like it's the other guy. And he's the one that's in the back of my mind saying you're not good enough. You'll never be like them. Well, why wouldn't he say that? But all the advice you've given is just so easy. It's not easy, but it's easy to understand. We just need to ignore it and put it somewhere and know that we're better. But for me, it was identifying that voice that was saying all this crap that you are an imposter you're a phony. Where's that coming from? No, we're not listening to that.

Keri Schwebius

I think too Lisa it's really about making the effort. Like you don't have to be perfect. You don't have to show up as some superhero. Just show up. Just show up and be open and curious and wanting to learn and grow and make a difference.

Lisa Peters

Yeah, that's good. Yeah, but can I bring my cape because I love my superhero?

Keri Schwebius

Yes, definitely break the cape. Definitely!

Lisa Peters

So we're sort of in the end but I want to ask you, How are you integrating your personal, professional, and spiritual? And I mean I listen to you, it sounds in everything you do, and I know that when I went to look for a business coach, mine was faith-based and I intentionally made that choice.

So when I listen to you in the way you talk, I'm sure people can I mean I picked it up in our 5-minute interview a while ago. But how do you...do you have anything to add on your integration of all these personal, professional, and spiritual for anyone listening?

Keri Schwebius

I think it goes back to when I had that first child because at that point in my life spirituality wasn't really huge in my life. And when my daughter passed away I had to find meaning in that. Because in that moment I had a choice. I could choose to feel miserable and sorry for myself and let that permeate everything that I did and said. And I could also choose to learn something and take something away from that experience. And that's what I did. I decided that I had that experience that for whatever reason God had given me that experience so that I could do something with it. And I chose to take that and help me to be a better leader, to be a better human. And I found that it has helped me be more empathetic. It has helped me not to assume that people are doing well or that to understand that people go through hard things all the time that we never know about or we never hear about. And to give people that grace. And I think now when I show up, so my mantra when I am meditating in that 5 minutes of the morning, I say to myself that verse from the Bible be still and know that I am God. And then as I exhale I say let me be your light in the world. So when I encounter people, I want them to feel like they are seen and they are heard and they are understood. And so I'm not perfect, it doesn't happen all the time with every single encounter of course. But that's how I try to show up.

Lisa Peters

Yeah, oh that's awesome I knew I liked you. Because from our conversations it's just you're very thoughtful. You're very slow and thoughtful in your speaking and we stop and we listen and we care.

So I've got 2 final questions for you that I ask everyone. So LeaderImpact, I know that you're not a member, you're very busy leading women in leadership for Saskatchewan, but we're all about like many that's having a lasting impact and so as you continue through your own journey your leadership journey, we just want to ask you, what faith legacy do you want to leave when you leave this world?

Keri Schwebius

I want to help other people be confident and effective leaders. I want them to understand what it means to care about the people that they are leading. And really it's about creating other leaders and lifting as you rise.

Lisa Peters

That's good. And my last question I ask everybody is what brings you the greatest joy?

Keri Schwebius

There are so many things and if I didn't say my children then what kind of mother would I be? But aside from my amazing, wonderful, smart, and talented children, the greatest joy is when one of my clients says to me, You have helped me so much. You've made a difference in my life. I feel so much better. And the funny thing is I don't tell anybody what they should be doing or coaching doesn't work like that. I simply ask them questions to get them to think about things and they're the ones who come up with the amazing light bulb moments. They do all this work by themselves. But it's such a wonderful feeling that I can be there to help them get there.

Lisa Peters

Yeah, if only our kids said it to us. Mom, you've helped me so much.

Keri Schwebius

But that only happens after they have kids of their own.

Lisa Peters

Yeah, okay I'll wait for that day!

Well, thank you Keri for joining us. It's been an amazing conversation about imposter syndrome because I don't think I'm the only one and I don't think our listeners. Well, we think we're the only ones but thank you for spending time with us.

Keri Schwebius

It has been an absolute pleasure I Always enjoy talking to you, Lisa.

Lisa Peters

So if anyone wants to get a hold of you or find you in any way, how can they find you?

Keri Schwebius

They can find me on my website. It is www.ellevatecoaching.com and Ellevate has two l's and that is for the feminine so it is intentional that I misspelled Ellevate. Yes, ellevatecoaching.com

Lisa Peters

Well good to know. Yeah, I was going to ask you why the two l's. Well, thank you again for joining us.

Keri Schwebius

Thank you, Lisa.

Lisa Peters

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