

**ESSA**

ENTREPRENEURIAL STUDENT ASSOCIATION

**Workshop:**  
Mental Health for  
Entrepreneurs

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APRIL 5, 2023

# Membership Requirements

## Membership Dues:

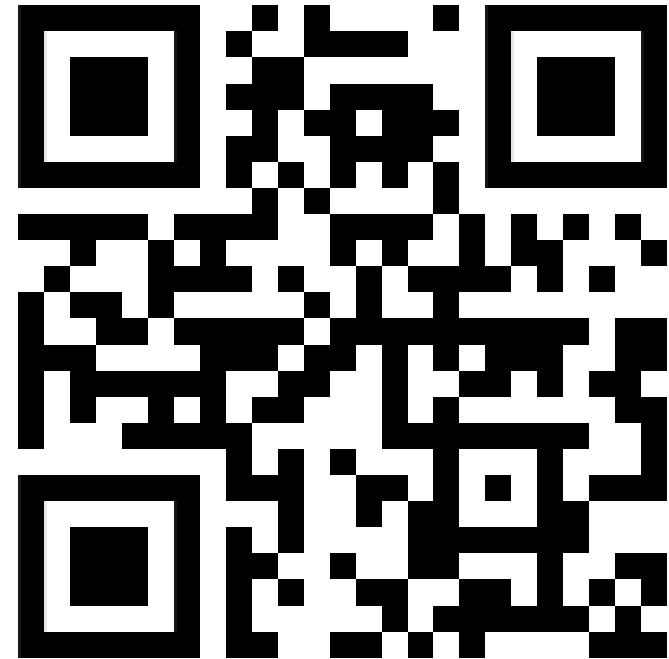
- \$40 for the Semester (no other requirements)

## Exclusive Membership Benefits:

- Weekly meetings with free food
- ESA T-shirts & other merch
- Access & transportation to external events
- Access to ESA Member Discord & job/internship listing

# Join our Discord!

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Temple University | Entrepreneurship Student Association | April 5, 2023

# *Beyond Your Superpowers: The Next Level of Growth for Your Startup*

Brianna Matey | Peter Fornetti | Damian Salas





# Welcome!



# Introductions

- Brianna Matey, Psy. D.
- Peter Fornetti, MA
- Damian Salas, MBA



# Agenda

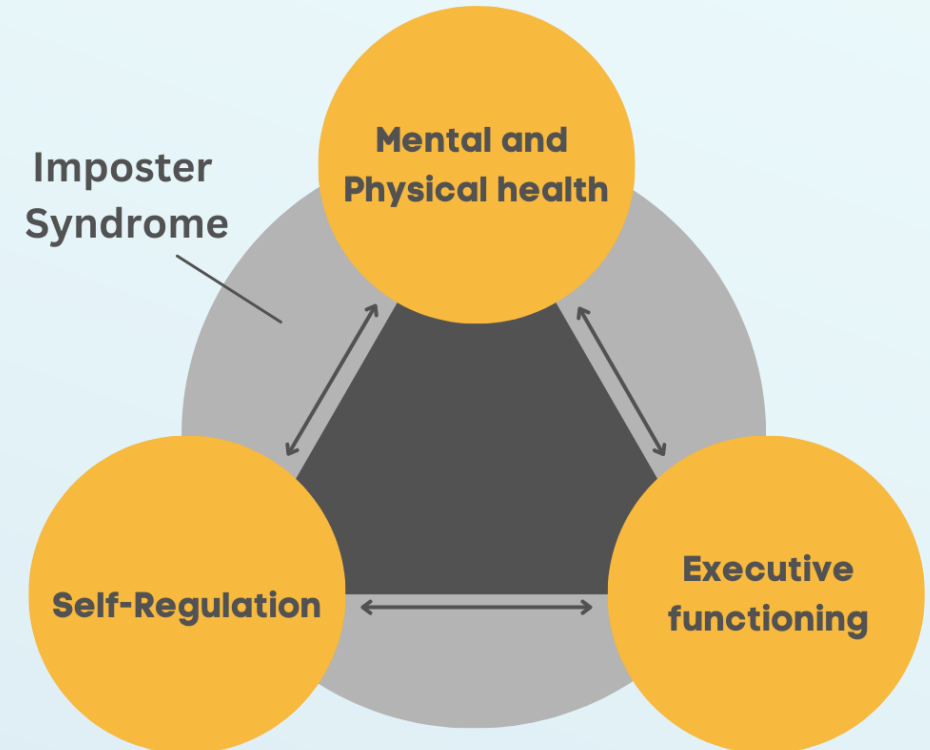
- Identify barriers that limit growth
- Understanding how imposter syndrome impacts performance
- Mindfulness and self-care practices to manage stress and increase resilience
- Tips for creating a healthy work-life balance and avoiding burnout



# Barriers for Limiting Growth



- *Physical and Mental Health*
  - Basic needs such as sleep and food not met
  - Symptoms caused by mental health disorders without support or healthy coping
  - Cognitive distortions negatively impact our perspectives and interactions with others
- *Self-Regulation*
  - Refers to our ability to manage our feelings, body movements, and behavior so that we can complete the tasks required of us in our daily lives.
    - Example: We use self-regulation skills to keep ourselves engaged during a boring meeting or use a social filter when talking with someone about something we disagree with.
- *Executive Functioning*
  - Adaptable thinking, planning, self-monitoring, self-control, working memory, time management, and organization
    - Example: We use executive functioning skills to initiate tasks, prioritize our workload, and shift between tasks



# 12 COMMON COGNITIVE DISTORTIONS



## Mind reading

When you assume you know what others are thinking or feeling



## Negative focus

When you ignore the positive aspects and only see the negative ones



## Catastrophizing

When you expect the worst case scenario to happen to you



## Labeling

When you label yourself or someone negatively such as 'I'm a loser'



## Should-thinking

When you have rules or expectations how things or people should be/act



## Overgeneralizing

When a single negative event occurs and you believe it is a pattern



## Emotional reasoning

When you believe that how you feel is evidence or reflects reality



## Fortune-telling

When you think the future is set in stone and the outcome is sure



## Personalization

When you feel personally responsible or guilty for things you can't control



## Owning the truth

When you are certain you are right and your opinion is the truth



## Just-world thinking

When you assume that everything in the world will be balanced fairly



## Control fallacy

When you assume you can control everything that happens in your life

# Cognitive Distortions Impact



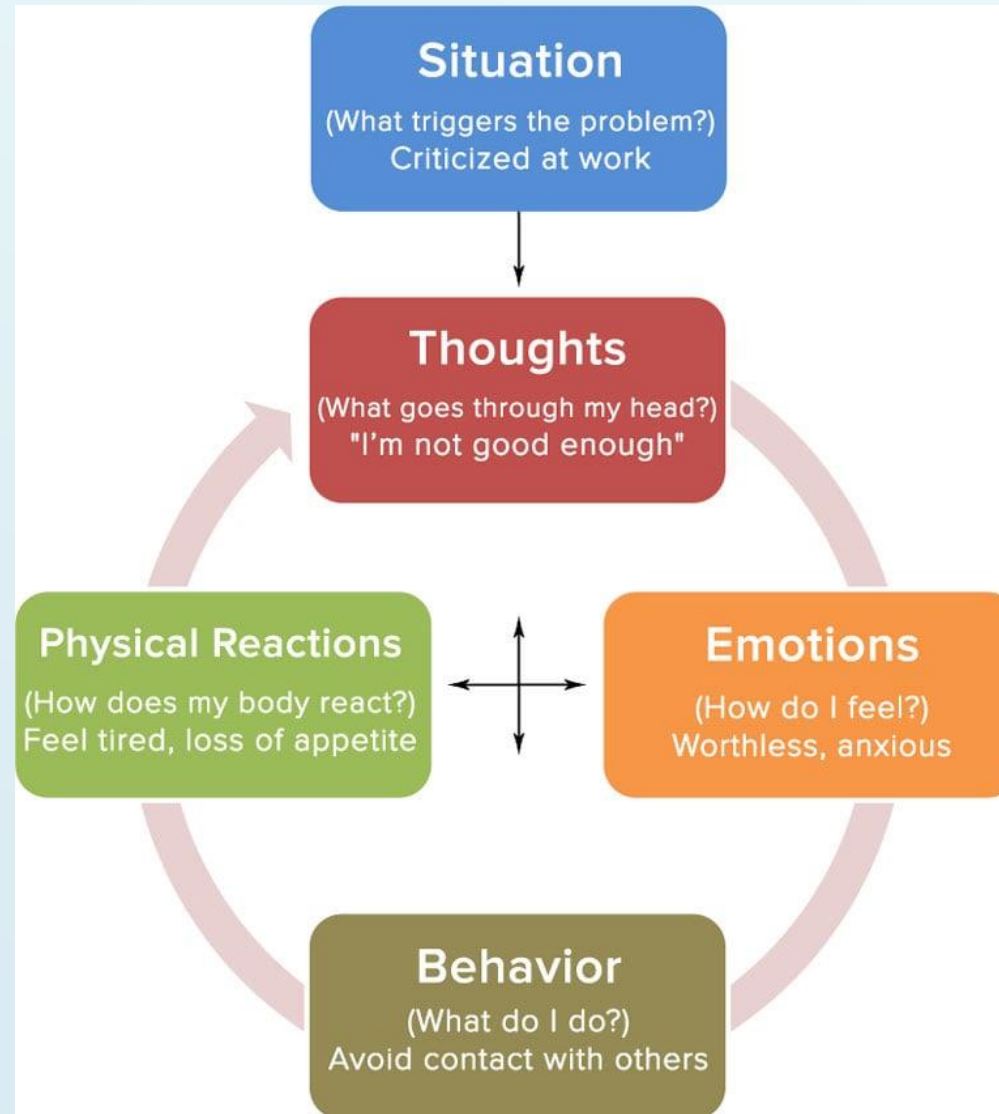
Think of a time when your thoughts got the best of you and negatively impacted your functioning:

- When your racing thoughts led to sleepless night(s)
- When 'negative filtering' impacted confidence to fully engage with others in a project
- When 'catastrophizing' kept you stuck and not able to take a risk
- When 'owning your truth' led you to get stuck in your perspective and not flexible in considering alternatives

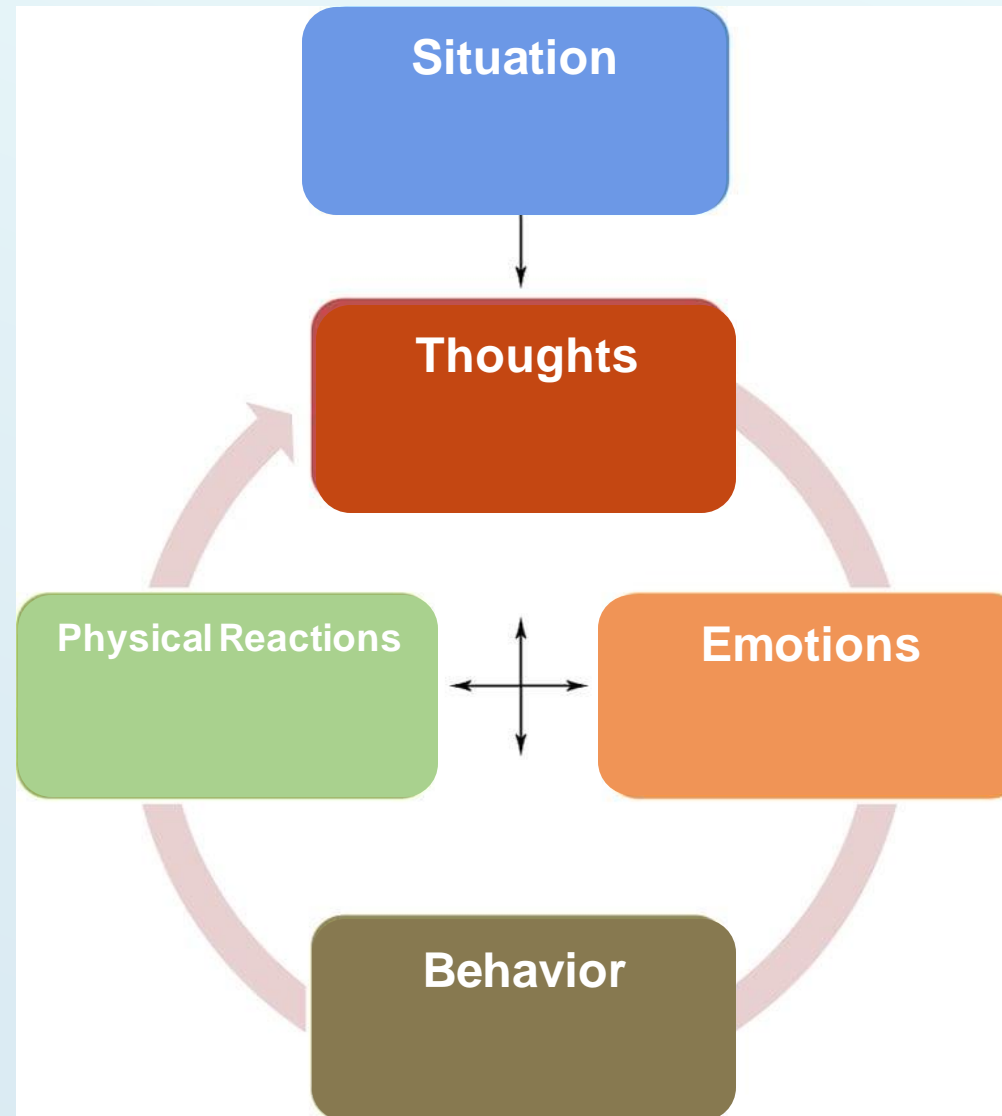
**Give the Negative Thought and Cognitive Distortion Less Power**



# Barriers for Limiting Growth: Self-Regulation

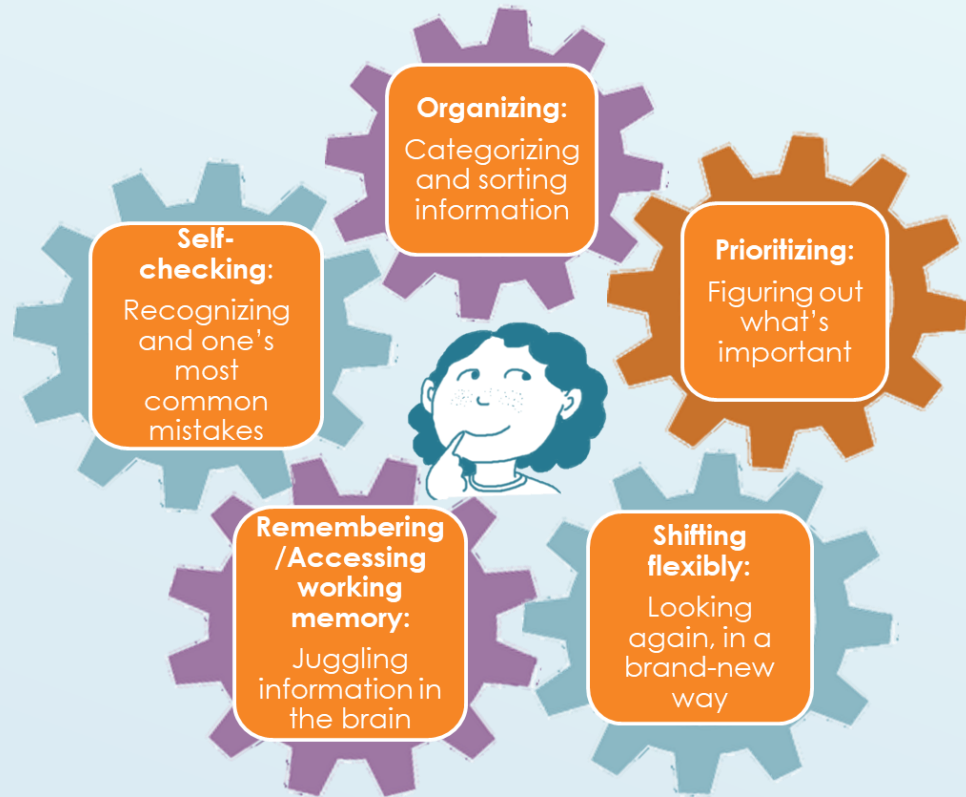


# Increase Awareness – Build Self-Regulation



# Executive Functioning

## Elements of Executive Function



## Executive Dysfunction

Some examples of executive dysfunction include:



**Focusing too much on just one thing.**



**Being easily distractible.**



**Daydreaming or "spacing out" when you shouldn't be.**



**Struggling to switch between tasks.**



**Problems with impulse control.**



**Trouble starting difficult or boring tasks.**



# ***Learn More About Your Executive Functioning***

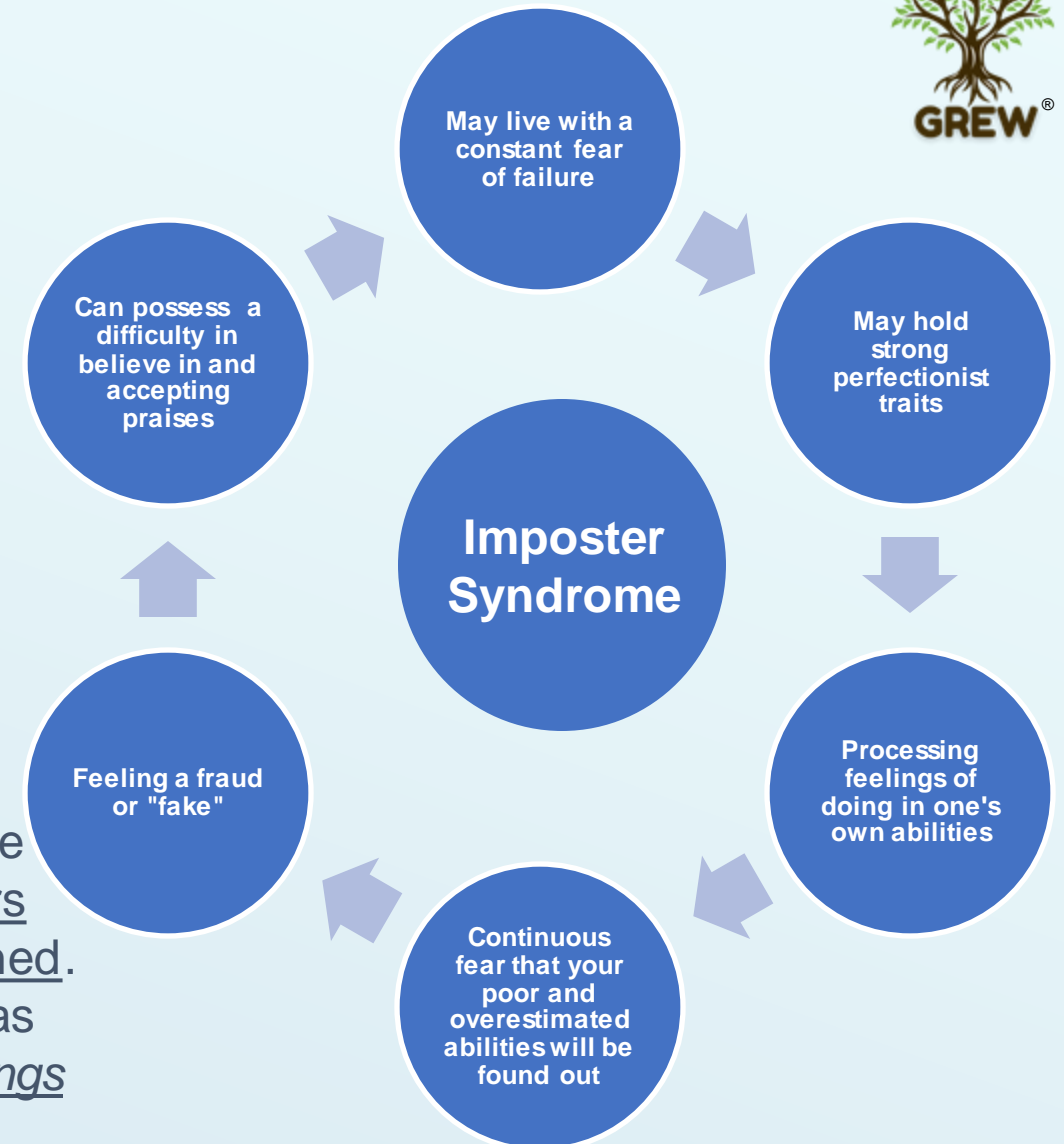
## ***Executive Skills Questionnaire***

# Barriers for Limiting Growth: Imposter Syndrome



- Feeling underserving of achievements and the high esteem in which held
- Feeling not as competent or intelligent as others might think and people will discover the truth about them
- Those with imposter syndrome are often well accomplished

Despite achieving a great amount of success, many people can still find themselves believing they are deceiving others and not actually capable of the work they have accomplished. Rather than accepting hard-earned capabilities or results as their own doing, imposter syndrome lets them attribute things to luck or one-time successes outside of their control.

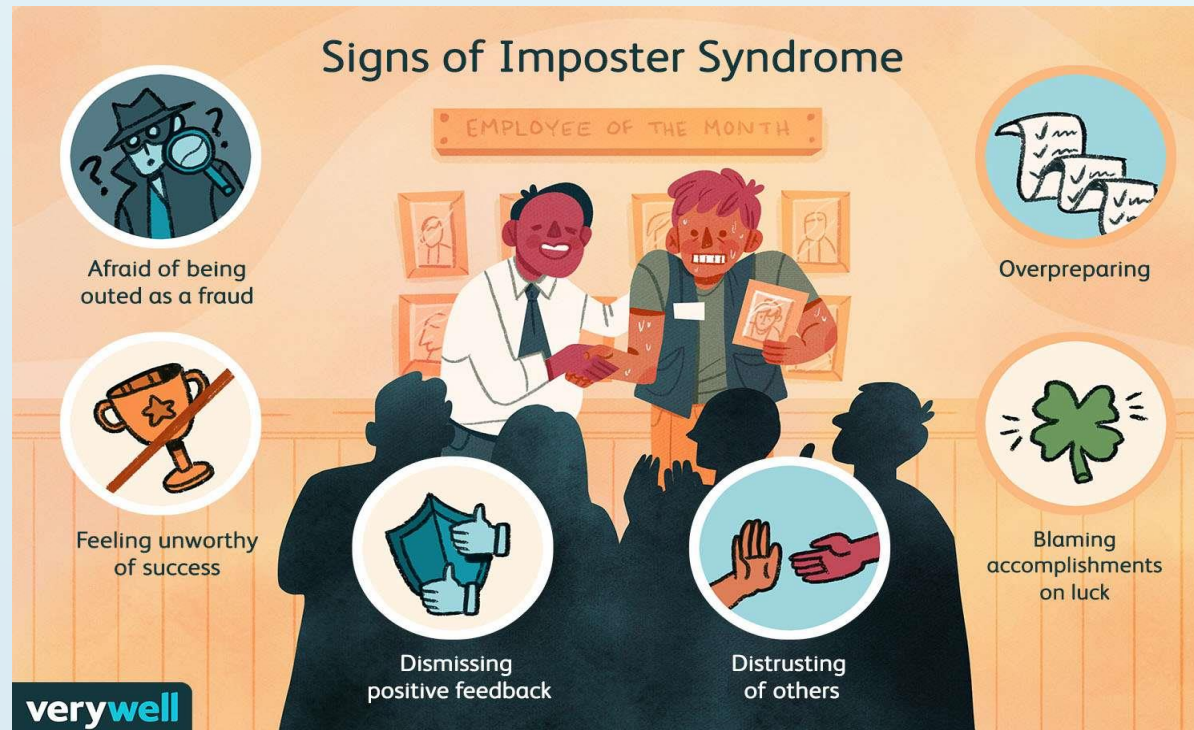




# Understanding Imposter Syndrome



- Research shows that around 25-30% of adults experience imposter syndrome
- People with certain personality traits are more prone to imposter syndrome →  
*Low self-confidence and perfectionistic tendencies*
- Competitive environments – consider upbringing, school's academic culture, work environment
- Those who receive constant criticism





# How Company Culture Perpetuates Imposter Syndrome

**Praise is never given,** only criticism, so you're constantly trying to find ways to please managers and senior leaders

Overwork and **being "on 24-7" is rewarded** and seen as the gold standard for performance

**Favorites are clearly identified,** and if you're not part of the group, you're made to feel like an imposter

**Perfectionism is the expectation,** and employees are punished if they don't meet this unrealistic expectation

Employees **constantly feel the need to improve themselves,** no matter what level you reach in the company

Priorities and **performance objectives are never established,** so you work nonstop to feel like you're unspoken goals and achieving

You are constantly told **you should feel grateful** and are lucky to work for the company

# How to Manage Imposter Syndrome



- Consider cognitive distortions or negative thoughts→ Challenge yourself to reframe your thinking and consider different perspectives.
- Build perspective by looking at the BIG picture
- Own Your Success
- Journaling → Write down and process accomplishments of yourself and team on a regular basis

## 9 Ways to Cope With Imposter Syndrome

Know the signs.

Know you're not alone.

Distinguish humility & fear.

Let go of perfectionism.

Be kind to yourself.

Track your success.

Talk with your mentor and a manager.

Say "yes" to opportunities.

Embrace the feeling.





## Self Regulation

BREATHING EXERCISES

WHOLE BODY LISTENING/BE PRESENT

CONSIDER HEADSPACE- WHAT IS IN YOUR BACKPACK?

GRATITUDE JOURNAL

## Executive Functioning

PROACTIVE TIME MANAGEMENT

ONLY HANDLE IT ONCE (OHIO)

5 BY 5 RULE

SLEEP TRACKING

SAY 'NO'/SET BOUNDARIES

## Mental Health

PUT YOURSELF FIRST

ASK FOR WHAT YOU NEED OR FOR HELP

FORGIVE YOURSELF

MOVE YOUR BODY

CHALLENGE THOUGHTS

**Mindfulness and Self-care Practices to Manage Stress and Increase Resilience Across Pillars**



# Questions?



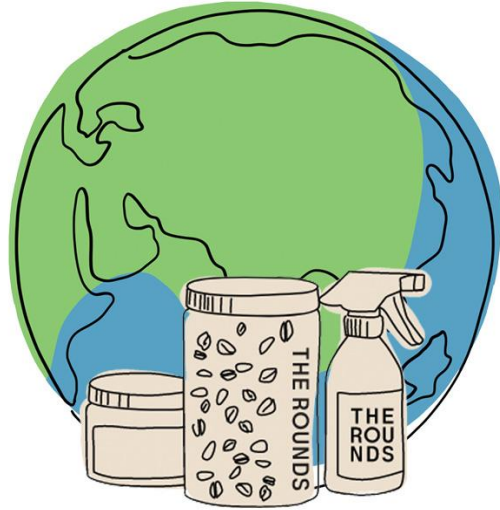
# Thank You!

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**Damian Salas** | [dsalas@openmindpsychological.com](mailto:dsalas@openmindpsychological.com)

**CELEBRATE EARTH DAY WITH THE ROUNDS:  
SPEAKER SESSION**



WEDNESDAY, APRIL 19<sup>TH</sup>  
12-1PM 1810 ACCELERATOR

**ESA**

TEMPLE ENTREPRENEURIAL STUDENT ASSOCIATION  
X  
LIVE24HRS PRESENTS:

**CANNAPRENEUR: A CANNABIS PANEL**



WEDNESDAY, APRIL 19<sup>TH</sup>  
5-6PM 1810 ACCELERATOR

**ESA**

April 19th

LET'S TALK:

# MENTAL HEALTH IN ENTREPRENEURSHIP COMMUNITY ROUNDTABLE

WEDNESDAY, APRIL 5<sup>TH</sup>  
5PM 1810 ACCELERATOR



**Roundtable  
at 5pm!**

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