

Imposter Syndrome

Am I doing enough?

Will my results hold up under scrutiny?

Am I the best person for the job?



NRT-IMPACTS
Forum class 2021



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Strategies and Resources for managing Imposter Syndrome



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Outline

- Definition of Imposter Syndrome
- Common symptoms/traits
- Guest Speakers: Imposter Syndrome through the eyes of experts
- Mentoring and Imposter Syndrome
- Resources

Imposter Syndrome

Describes high-achieving individuals who, despite their objective successes, fail to internalize their accomplishments and have persistent self-doubt and fear of being exposed as a fraud or imposter. (Bravata et al, 2020)



Dr. Pauline Clance

- Clinical psychologist Pauline Clance and colleague Suzanne Imes coined the term "impostor phenomenon" in a 1978 paper in *Psychotherapy Theory, Research and Practice*.

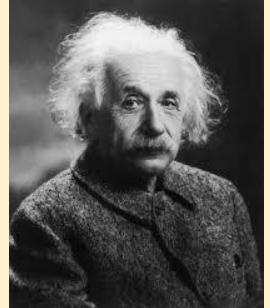
*“I have spent my years since Princeton, while at law school and in my various professional jobs, not feeling completely a part of the worlds I inhabit. I am always looking over my shoulder wondering if I measure up.” - **Sonia Sotomayor***



*“I still have a little impostor syndrome... It doesn't go away, that feeling that you shouldn't take me that seriously. What do I know? I share that with you because we all have doubts in our abilities, about our power and what that power is.” -**Michelle Obama***



*“The exaggerated esteem in which my lifework is held makes me very ill at ease. I feel compelled to think of myself as an involuntary swindler” -**Albert Einstein***



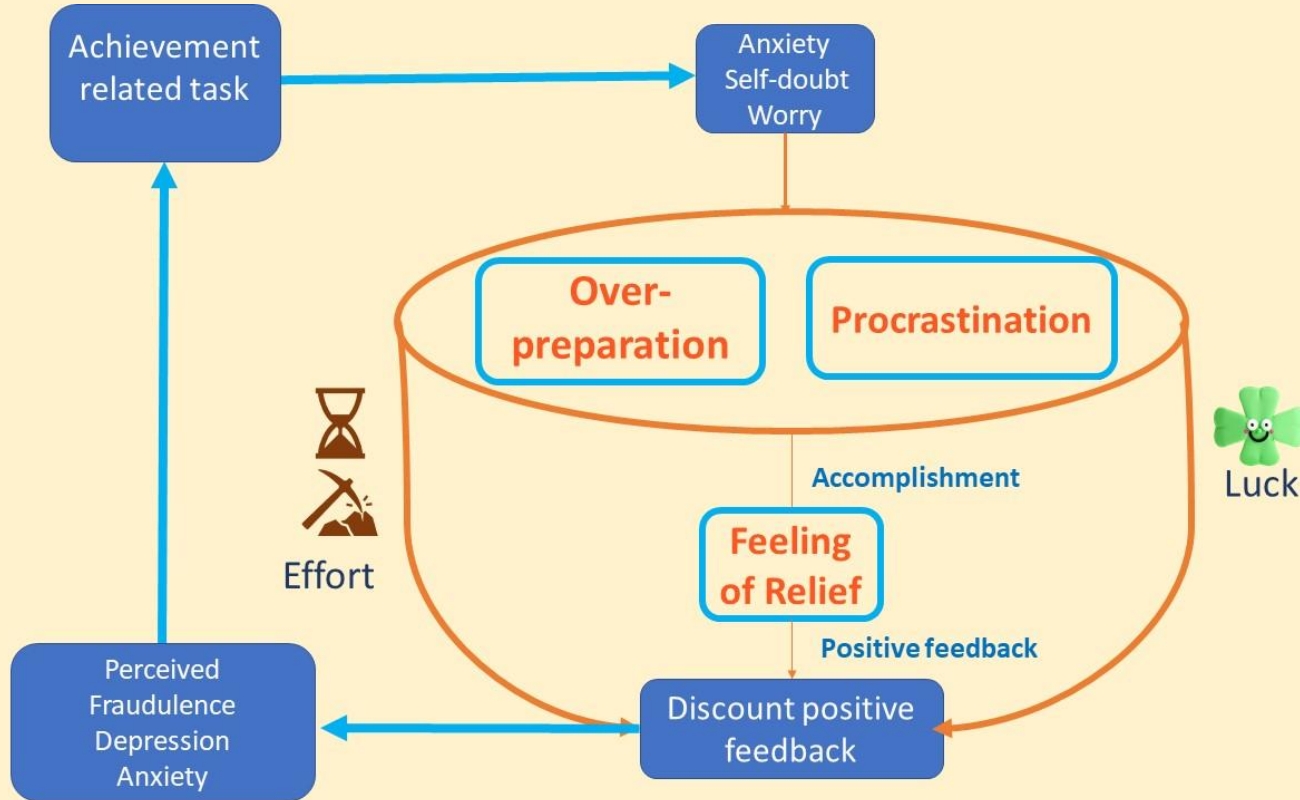
Common symptoms

1. The Impostor Cycle
2. The need to be special or to be the very best
3. Superhero aspects
4. Fear of failure
5. Fear and guilt about success.
6. Denial of competence and Discounting praise



Not every Impostor has all these characteristics, some with Imposter Syndrome has a minimum of two characteristics.

1.The Imposter Cycle



2.The need to be special



School years

vs



Work/Academia

3.Superhero aspects

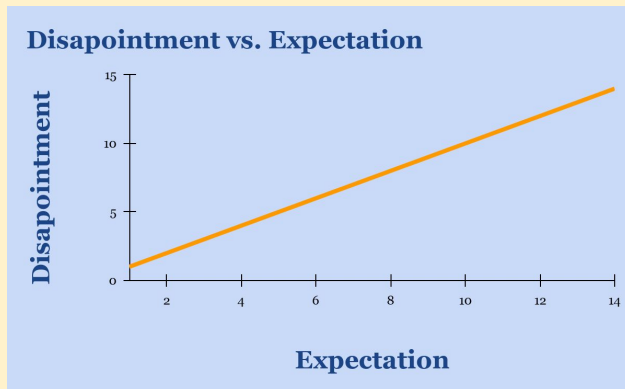
Perfectionism



4. Fear of failure



5. Fear and guilt about success.



6. Denial of competence and Discounting praise



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Why is it important for mentors to understand imposter syndrome?

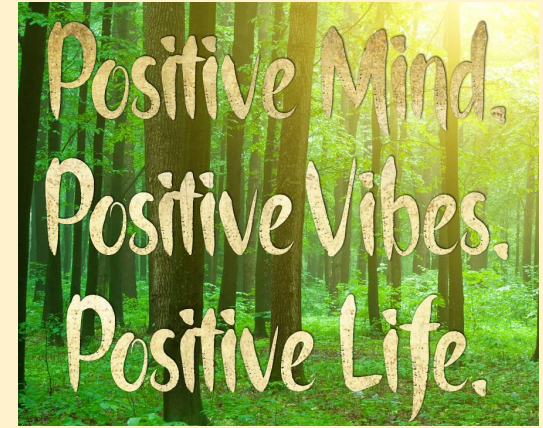
- 70 % of people experience I.S.
- Happiness = productivity
- Mentoring philosophy shapes mentor and mentees' perspectives
 - Influential for sense of community, being role models to researchers, emotional and financial support
- Every mentor needs to check and acknowledge if they have ever experienced imposter syndrome
- Mentors could cultivate I.S.



What can you do as a mentor?

- Normalize imposter feelings
- Contest negative self-talk
- Affirmation!!
- Share your own imposter stories
- Do not allow your mentee to give you all the credit
- Deliberately counteract stereotype threat

“So, if you apply, you would be the first woman to lead a venture capital firm. I sure hope you realize that women are as or more effective than men as leaders in venture capital. You got this!”



Resources

Google drive link

- https://drive.google.com/drive/folders/1giWE8wl3mQ_wy4gG4Wq94LQEp4o3y-G9?usp=sharing

Pauline Clance reference list

- <https://www.paulineroseclance.com/pdf/IP%20Ref%20List-MOST%20RECENT-8-2-13.doc>