



Imposter Phenomenon

Are you tired of self doubt, fearing that you may be discovered as a 'fraud', have difficulties taking credit for your work?

Do you have a tendency to think that others around you are somehow more competent than you?

Introduction

Goals of this talk

1. Understand and explore imposter phenomenon (IP)
2. Look at contributing factors
3. Learn techniques to manage and address IP

What is Imposter Phenomenon?

- Difficulty in recognizing and internalizing one's own accomplishments.
- A persistent fear of being exposed as a “fraud”...Despite external evidence of one's competence, remaining convinced that one is a fraud and do not deserve the success one has achieved. Describes a psychological experience of intellectual and professional fraudulence.
- Belief that others have inflated perceptions of their abilities.
- Proof of success is dismissed as luck, timing, or as a result of deceiving others into thinking they are more intelligent and competent than they believe themselves to be.”

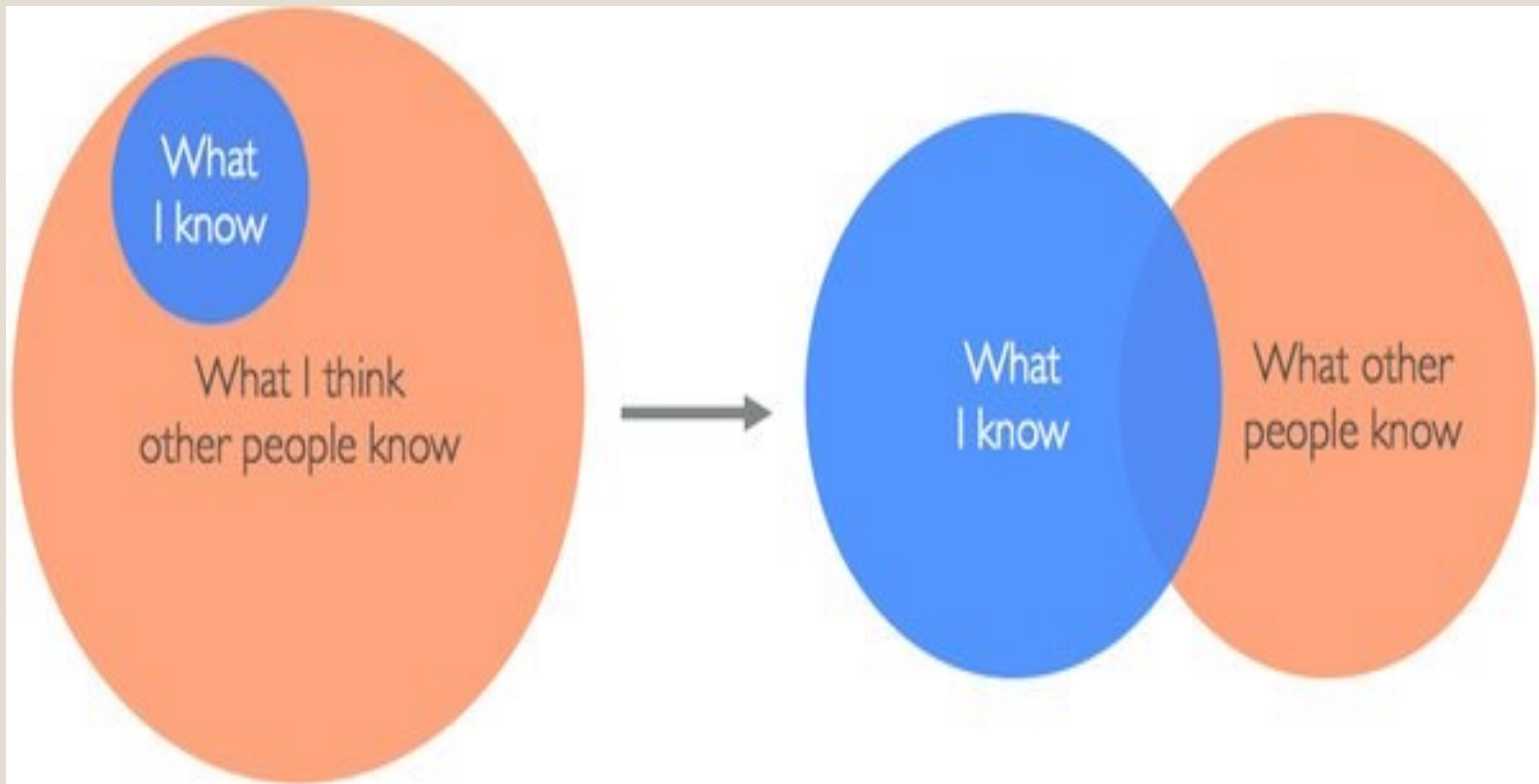
Imposter syndrome symptoms

Imposter Syndrome Symptoms

- Consistent negative self-talk
- Inability to internalise accomplishments
- Obsessing over mistakes and failures
- Feeling of never being good enough
- Overwhelming anxiety of being “found out” as a fraud

When Are You Likely to Experience IP?

- Embarking on New Endeavors
- When you are asked to be creative or original
- When there is a perceived risk of shame



Social Gaslighting in the Context of Impostor Phenomenon



Nine IP coping strategies

<https://blog.hubspot.com/marketing/impostor-syndrome-tips>

9 Ways to Cope With Imposter Syndrome

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|--------------------------------------|-----------------------------|------------------------------|
| 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. |



Additional Management Techniques

- Identify the feelings
- Let it out
- Reconsider your perception of failure
- Reaffirm your self-worth
- Refrain from comparison
- Pursue your goal relentlessly regardless of what you feel

Conclusion: What have we learned?

- What is imposter phenomenon
- What are the symptoms
- Who is susceptible + when you are likely to experience IP
- Social gaslighting and how marginalizing environments play a factor in IP
- Coping strategies
- If you need more help feel free to reach out to us at: 617-253-2916

IP test

<http://impostortest.nickol.as/>

Where do you stand with IP?