



11-12-2020

Overcoming Impostor Syndrome

Jessica D. Gilbert Redman
University of North Dakota, j.gilbertredman@und.edu

Amy Swartz

Stacey R. J. Tomaszewski

Follow this and additional works at: <https://commons.und.edu/smhs-lp>

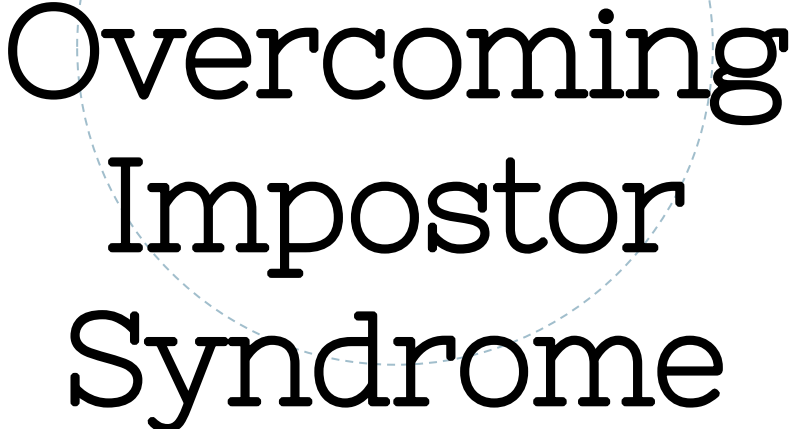
Recommended Citation

Gilbert Redman, Jessica D.; Swartz, Amy; and Tomaszewski, Stacey R. J., "Overcoming Impostor Syndrome" (2020). *Librarian Publications*. 3.
<https://commons.und.edu/smhs-lp/3>

This Presentation is brought to you for free and open access by the Department of Library Resources at UND Scholarly Commons. It has been accepted for inclusion in Librarian Publications by an authorized administrator of UND Scholarly Commons. For more information, please contact und.common@library.und.edu.

The logo for AvramCamp 2020 features a large orange ring with a white center. Inside the white center, the text "AvramCamp" is written in a black serif font, with "2020" below it in a smaller black serif font. A dashed red circle is also visible within the white center.

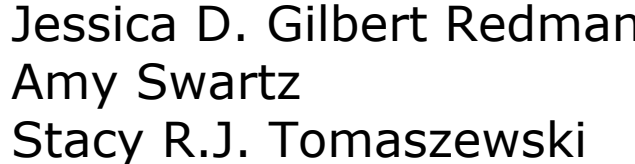
AvramCamp
2020

The title "Overcoming Impostor Syndrome" is centered on the page in a large, black, serif font. The text is enclosed within a large, light blue dashed circle.

Overcoming Impostor Syndrome

The word "Facilitators" is written in a bold, black, sans-serif font.

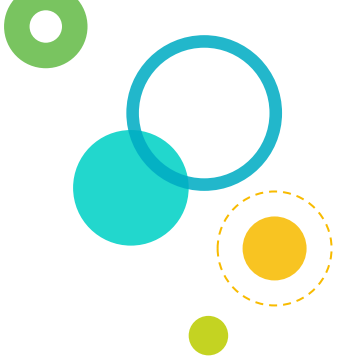
Facilitators

The names of the facilitators are listed in a black, sans-serif font, stacked vertically.

Jessica D. Gilbert Redman
Amy Swartz
Stacy R.J. Tomaszewski

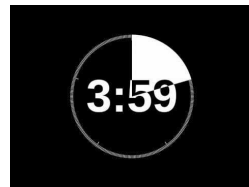


Format of the workshop

- Introduction
 - Icebreaker activity
 - Defining Impostor Syndrome
 - Why does it happen?
 - Take A Compliment Exercise
 - Combating Negative Thoughts Exercise
 - Next Steps
 - Wrap-up and Q&A
- 

Activity 1: Icebreaker


Which of these statements
are familiar to you?



The background features several overlapping circles in various colors: orange, yellow, pink, green, and teal. Some circles are solid, while others are dashed. A large, light blue dashed circle is centered in the upper half of the page.

1

What is impostor syndrome?

- 
- A decorative graphic on the left side of the slide features a large orange circle in the center. Surrounding it are several other circles: a large cyan circle at the top left, a smaller cyan circle below it, a small pink circle above the orange one, a yellow circle with a dashed border and a white center overlapping the top right of the orange circle, a lime green circle overlapping the bottom left of the orange circle, and a small green circle with a white center at the bottom left. There is also a dashed cyan circle at the top left.
- © Psychological pattern in which an individual doubts their skills, talents or accomplishments and has a persistent internalized fear of being exposed as a "fraud" (wikipedia)
 - © "Either I'm really lucky or everyone else just can't see how much I'm faking it!"

“

● The things that come along with impostor syndrome are really challenging in leadership: perfectionism, people-pleasing, not being able to get over mistakes, second-guessing your own judgment.

- Valerie Sheares Ashby, Dean of Trinity College of Arts and Sciences, Duke University



When does it happen?

- © Especially common in fields where work is done privately, finished product is released publicly, and public review is common.
- © Common for women, BIPOC, and those from lower socioeconomic upbringing

“

In every job I've had in the last 25 years, I've been the first woman to hold my position—head of computer science and dean of science at the University of British Columbia, dean of engineering at Princeton, and now president of Harvey Mudd College. As my career progressed, so did the intensity of my feelings of failure.

- Maria Klawe, Harvey Mudd president

“



Dorothy Berry @dorothyjberry · Oct 23

⋮

Hot tip: help win the battle against imposter syndrome by complimenting/thanking people when they've done good work. Lots of folks feel like they are fraudsters/overestimating themselves because they do great things and are met with resounding silence



6



192



677



Dorothy Berry @dorothyjberry · Oct 23

⋮

This is particularly true of people who manage directly or in your management line- folks can get a lot of outside props and still feel insecure when there is nothing coming from the people with whom, theoretically, they work the closest



1



9



79



Take A Compliment Exercise

You are a great listener!



 I love this!

- ◎ Post general compliments you would want to hear. For example “You are a good listener” to our board
- ◎ “❤️” the compliments you particularly like
- ◎ Comment if you want to!

The background is white and decorated with several colorful circles and dashed lines. In the top left, there is a large orange ring with a dashed red inner circle, overlapping a yellow circle. Below it is a small pink circle. In the top center, a large blue number '2' is centered within a large dashed light blue circle. In the top right, there is a green circle with a white dot inside, a small orange circle, and a lime green circle with a dashed yellow border. In the bottom left, there is a green circle with a dashed white border, a large lime green circle, and a small cyan circle. In the bottom right, there is a large cyan ring and a cyan circle with a dashed blue border.

2

Why does it happen?



Causes of Impostor Syndrome

Personal

- ⦿ Self-criticism
- ⦿ Social anxiety
- ⦿ High level self-monitoring
- ⦿ External pressures

Societal/Cultural

- ⦿ Economic inequalities
- ⦿ Stereotyping
- ⦿ Sexism
- ⦿ Ableism
- ⦿ Ageism
- ⦿ Racism
- ⦿ Vocational Awe



What toll does it take?

- ◎ We have less satisfaction in our lives
- ◎ We waste time over-preparing and worrying instead of doing good work and having fun
- ◎ We are less effective than colleagues
- ◎ We ask for less money
- ◎ We don't ask for challenges
- ◎ We don't ask for promotions or apply for jobs

Negative Thoughts Exercise



- ◎ Open the Thought Record
- ◎ Think about why you're having negative thoughts- what evidence is there?
- ◎ For this example, focus on something low-stress/ low-emotion (example: Not knowing the answer to a question right away when asked.)

The background is white and decorated with various colorful circles and shapes. In the top left, there is a large orange ring with a dashed red inner circle, overlapping a yellow circle and a pink dot. In the top center, a large blue number '3' is centered within a large dashed light blue circle. In the top right, there is a green circle with a white dot, a small orange dot, and a lime green circle with a dashed yellow border. In the bottom left, there is a green circle with a dashed white border, a large lime green circle, and a small cyan dot. In the bottom right, there is a large cyan ring and a cyan circle with a dashed blue border.

3

What are the next steps?



Combating Impostor Syndrome

- ◎ Encourage others
- ◎ Share your own failures
- ◎ Build and sustain a positive and kind community
- ◎ Be ok with saying no
- ◎ Document your success!

The background features several overlapping circles in various colors: orange, yellow, pink, green, and teal. Some circles are solid, while others are dashed. A large teal number '4' is centered within a large dashed circle.

4

Beyond Impostor Syndrome

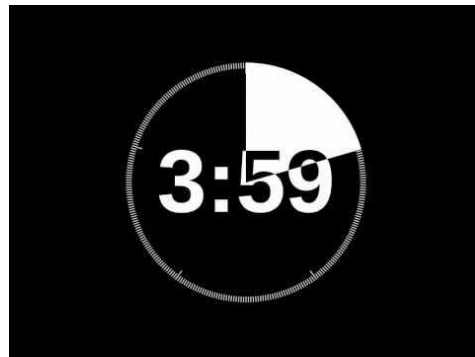


Impostor Impostor Syndrome

- © Chronic belief in impostor feelings of individuals, ignoring societal and institutional factors
- © Recognize cultural/societal factors contributing to impostor syndrome
- © Shift the burden, particularly for those who manage people and institutions

Activity: Poll

Institutional Imposter Syndrome questions



The background features several decorative elements: a large orange ring with a dashed white inner circle in the top left; a large teal ring with a white inner circle in the bottom right; a large lime green circle with a dashed white border in the top right; a large yellow circle in the middle left; a small pink circle below the yellow one; a large teal circle with a dashed white border in the bottom right; a large lime green circle with a dashed white border in the bottom left; a small cyan circle to the right of the bottom left lime green circle; a small green circle with a dashed white border in the middle left; and a small orange circle in the top right.

Thank you!

**Questions?
Comments?**

Resources

adainitiative. Overcoming Impostor Syndrome. YouTube, <https://www.youtube.com/watch?v=zZg9rax-ky4>. Accessed 13 June 2019.

Andrews, Nicola. It's Not Imposter Syndrome: Resisting Self-Doubt as Normal for Library Workers. <http://www.inthelibrarywiththeleadpipe.org/2020/its-not-imposter-syndrome/> Retrieved 2020-10-19

Cuddy, Amy. Presence: Bringing Your Boldest Self to Your Biggest Challenges. Little, Brown and Company, 2015.

"Impostor Syndrome Training." Ada Initiative, 15 July 2013, <https://adainitiative.org/continue-our-work/impostor-syndrome-training>.

Julie Pagano - It's Dangerous to Go Alone: Battling the Invisible Monsters in Tech.

<http://juliepagano.com/blog/2013/11/02/it-s-dangerous-to-go-alone-battling-the-invisible-monsters-in-tech/>. Accessed 13 June 2019.

Link to Resources: <https://raindrop.io/collection/14406124>