



IMPOSTER SYNDROME

WHAT IS IT? WHY IS IT NORMAL? HOW DO WE DEAL?

What is Imposter Syndrome?

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"Imposter syndrome (IS) is a behavioral health phenomenon described as self-doubt of intellect, skills, or accomplishments among high-achieving individuals. These individuals cannot internalize their success and subsequently experience pervasive feelings of self-doubt, anxiety, depression, and/or apprehension of being exposed as a fraud in their work, despite verifiable and objective evidence of their successfulness.[1] The terms imposter syndrome and imposter phenomenon (IP) are used interchangeably, with IP gaining more frequent use in recent literature."

In other words...

▶ DEFINITION:




- The feeling you don't belong in a work or academic environment because you believe you are not smart or capable enough to be considered qualified for the expectations of the job or opportunity:

...therefore, you are an *imposter*



This. Is. Normal.

Things to keep in mind...

-  1. Realize *you are not the only one feeling this way*—and many who you think don't, actually do—therefore everything you think about yourself can't *all* be true.
-  2. **PRACTICE SELF COMPASSION**—you are only human. It's ok to feel insecure. It's *also* important to remember
 - A. *you are more capable than you think* and
 - B. *you are hardwired to learn and grow*, so use that.
-  3. *Simply observing the thought can stop you from engaging in it* and realizing the insecurity for what it is—not the truth.

STRATEGIES

1 **Learn from your peers** and coworkers rather than play the comparison game—the same idea as applying a learning mindset.

2 Don't make **perfection** your goal: it's not fair and not expected

3 Understand your **triggers** → Meaning—identity what about your life or your inner monologue is making you feel this way.

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Sometimes, putting a name to the root of the problem can make it seem and feel smaller.

4 Again, remember you are not the only one: **you are not alone.**

TASK:

Take out a piece of paper/open a word doc and **brainstorm:**

A time or two you have felt imposter syndrome

Now, with these situations—write out:

What about the situation made you feel like an imposter? (get into the specifics of what you felt)

a

NOW list out how and why what you felt could be **UNTRUE**

b

THEN list out 3 skills that you have **that make you capable** to deal in that situation you didn't

Helpful reads:



- ▶ <https://www.nytimes.com/2019/06/03/smarter-living/how-to-improve-self-confidence.html>



- ▶ <https://time.com/5312483/how-to-deal-with-impostor-syndrome/>