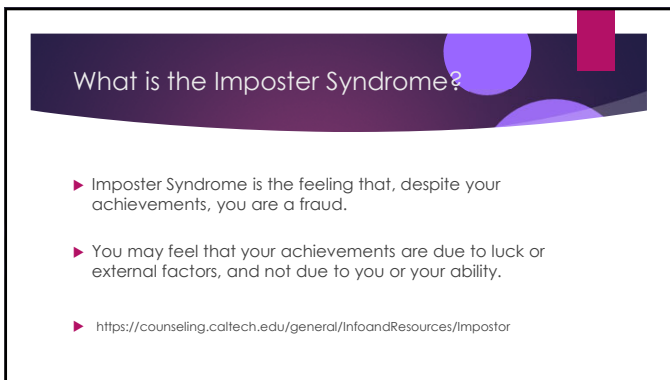




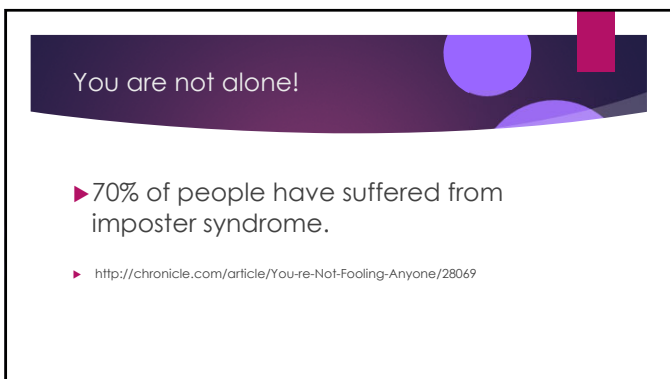
Imposter Syndrome

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What is the Imposter Syndrome?

- ▶ Imposter Syndrome is the feeling that, despite your achievements, you are a fraud.
- ▶ You may feel that your achievements are due to luck or external factors, and not due to you or your ability.
- ▶ <https://counseling.caltech.edu/general/InfoandResources/Impostor>



You are not alone!

- ▶ 70% of people have suffered from imposter syndrome.
- ▶ <http://chronicle.com/article/You-re-Not-Fooling-Anyone/28069>

Most Frequented!

- ▶ Imposter Syndrome is especially prevalent in fields with a lot of peer review (like open source technology) and fields with a minority group (like women in technology or women in startup culture).
- ▶ <http://www.apa.org/gradpsych/2013/11/fraud.aspx>

The Problem!

- ▶ Some people with imposter syndrome hold back from:
 - applying to jobs they want
 - asking for promotions
 - submitting talks or papers to conferences
- ▶ They hold back from doing what they want to do because they don't think they have the qualifications, even though they actually do have the qualifications.
- ▶ <http://www.impostorsyndrome.com/book/overview/>

Do You?

- ▶ Do you secretly worry that others will find out that you're not as bright and capable as they think you are?
- ▶ Do you sometimes shy away from challenges because of nagging self-doubt?
- ▶ Do you tend to chalk your accomplishments up to being a "fluke," "no big deal" or the fact that people just "like" you?
- ▶ Do you hate making a mistake, being less than fully prepared or not doing things perfectly?

Do You?

- ▶ Do you tend to feel crushed by even constructive criticism, seeing it as evidence of your "ineptness?"
- ▶ When you do succeed, do you think, "Phew, I fooled 'em this time but I may not be so lucky next time?"
- ▶ Do you believe that other people (students, colleagues, competitors) are smarter and more capable than you are?
- ▶ Do you live in fear of being found out, discovered, unmasked? (Dr. Valerie Young, 2008)

Types of Imposter Syndrome

- ▶ The Perfectionist
- ▶ The Superwoman/man
- ▶ The Natural Genius
- ▶ The Rugged Individualist
- ▶ The Expert

What to do about it?

- ▶ **Practice shipping.** Wilding cited Seth Godin's concept of shipping. As she explained, "don't perseverate over your writing, product or company or whatever sort of work you do; just ship it." In other words, don't sit on your work forever.
- ▶ "Build up this muscle of shipping and getting things out there." This may feel like a risk. However, "holding yourself back and letting yourself be a victim to the imposter syndrome is the greatest risk of all."
- ▶ **Learn to take praise.** People who struggle with imposter syndrome commonly use lessening language when someone congratulates them on their success. Wilding said, "(And this only feeds imposter syndrome.)"
- ▶ You might say phrases such as "Oh, that was nothing!" This demeans your accomplishments and diminishes yourself, she said. Instead, simply say, "Thank you!" Or "I'm really happy that you said that."

<https://psychcentral.com/blog/how-to-get-over-impostor-syndrome/>

What to do about it?

- ▶ **Keep a list of accomplishments.** Keep a running tally of your accomplishments, Wilding said, this serves as a tangible document you can take to your boss when you're asking for a raise or promotion or need concrete proof of your hard work and successes, she said. This helps to take the "emotionality out of it."
- ▶ **Delve deeper.** Peel back the layers of your imposter syndrome. Explore your feelings of guilt and inadequacy. Consider how you're keeping yourself safe, Wilding said.
- ▶ She suggested asking yourself: "What am I protecting myself from? What is this behavior helping me to avoid (e.g., humiliation, scrutiny)? How is this behavior benefiting me? What am I losing by not engaging in whatever I'm missing?"
- ▶ **Focus on problem solving.** "Change the way you think about failure," Wilding said.

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