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The Authentic You:

Creative ways to overcome impostor syndrome

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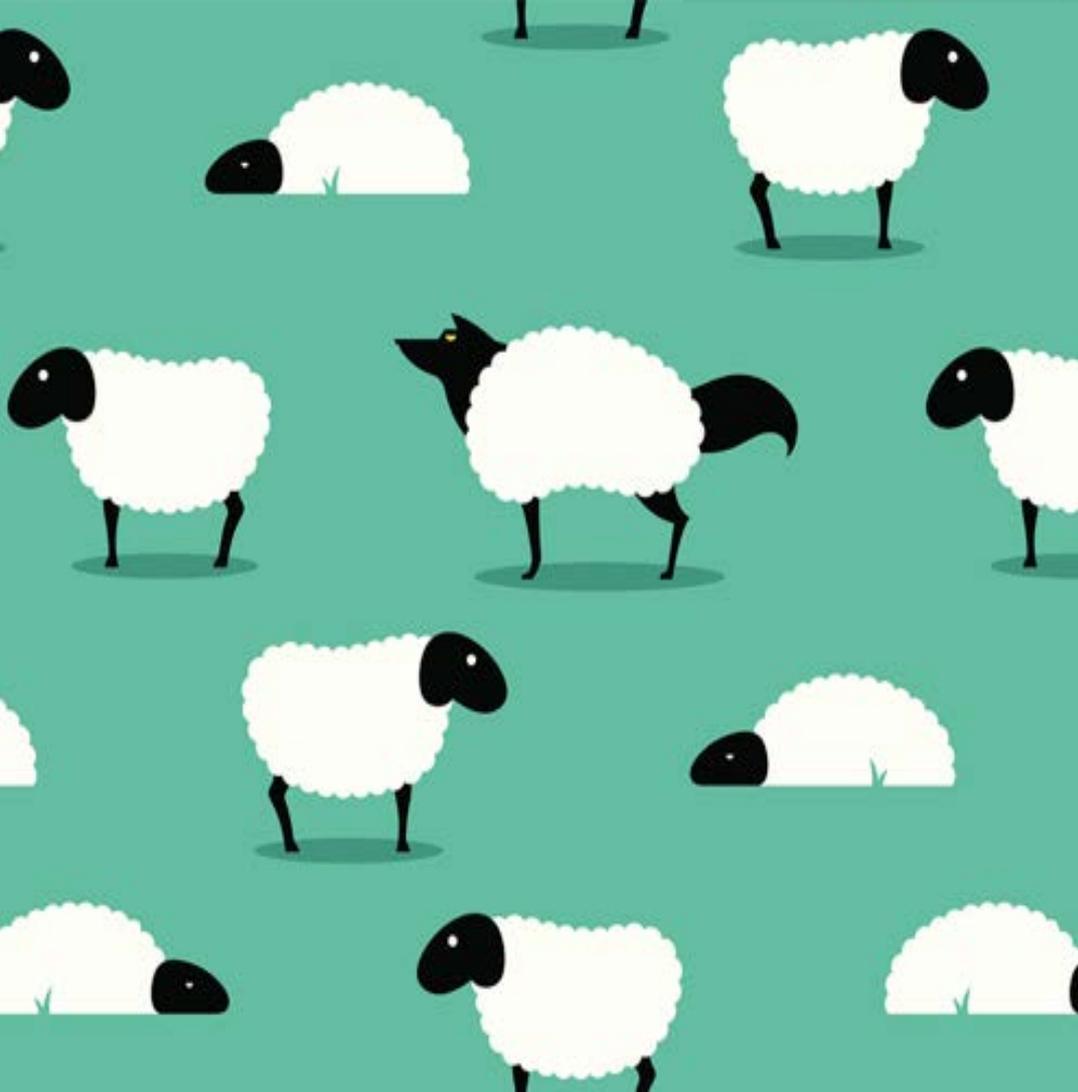
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Education Program Manager
(Neo, DBP, CI)

Disclosures:

We have nothing to disclose.

Objectives:

1. Define “Impostor Syndrome” and behaviors in order to discuss the impacts they have on learners
2. Identify the variety of impostor behavior manifestations in order to recognize the signs in yourself and others
3. Examine and review a few coping mechanisms for impostor behaviors
4. Create an impostor improvement plan with personalized mini-experiments to guide your journey to your authentic self



Impostor Syndrome

AKA the Impostor Phenomenon

Impostor Syndrome:

The inability to internalize your own success.

- Feelings that your achievements are undeserved
- Worries that you'll be exposed as a fraud

This phenomenon can cause distress and maladaptive behavior



70%

Of people experience this at some point in their lives.

(Sakulku, J. (1). The Impostor Phenomenon. *The Journal of Behavioral Science*, 6(1), 75-97.
<https://doi.org/10.14456/ijbs.2011.6>)

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Of medical trainees have impost syndrome.

(Villwock JA, Sobin LB, Koester LA, Harris TM. Impostor syndrome and burnout among American medical students: a pilot study. *Int J Med Educ.* 2016 Oct 31;7:364-369; Oriol K, Plane MB, Mundt M. Family medicine residents and the impostor phenomenon. *Fam Med.* 2004;36:248-252; Henning K1, Ey S, Shaw D. Perfectionism, the impostor phenomenon and psychological adjustment in medical, dental, nursing and pharmacy students. *Med Educ.* 1998 Sep;32(5):456-64.)

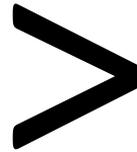
I think this is a lesson for everyone in the medical profession. Currently, we are so focused on the “imposter syndrome” surrounding medical students. We focus on the moments where we feel that we do not have enough experience; we are just “pretending” to fit in.

Yet, we hardly ever reflect on the moments when we are not imposters. Instead, we relentlessly focus on what is next or where gaps in our knowledge exist. *But for every moment when we feel inadequate, there is another moment when we realize a previous challenge is now mundane.*

- Rebecca Russell, Second-year Medical Student

On Overcoming Imposter Syndrome. [Acad Med.](#) 2017 Aug;92(8):1070.





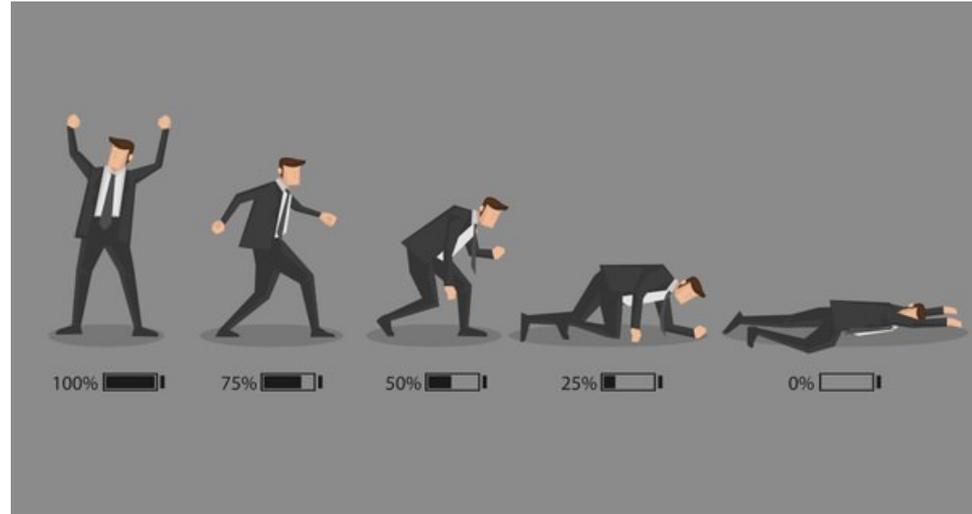
Higher rates of imposter syndrome found in women and non-White, non-Asian respondents.

(Villwock JA, Sobin LB, Koester LA, Harris TM. Impostor syndrome and burnout among American medical students: a pilot study. *Int J Med Educ*. 2016 Oct 31;7:364-369; Legassie J, Zibrowski EM, Goldszmidt MA. Measuring resident well-being: impostorism and burnout syndrome in residency. *J Gen Intern Med*. 2008;23:1090-1094.)

Impact of Impostor Syndrome:

Significant associations found with Impostor Syndrome and burnout components:

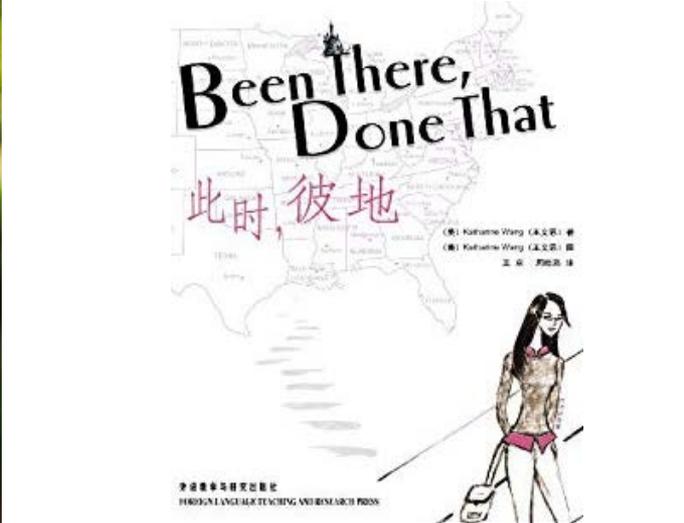
- Depersonalization
- Emotional Exhaustion
- Physical Exhaustion
- Cynicism



(Villwock JA, Sobin LB, Koester LA, Harris TM. Impostor syndrome and burnout among American medical students: a pilot study. *Int J Med Educ*. 2016 Oct 31;7:364-369;)



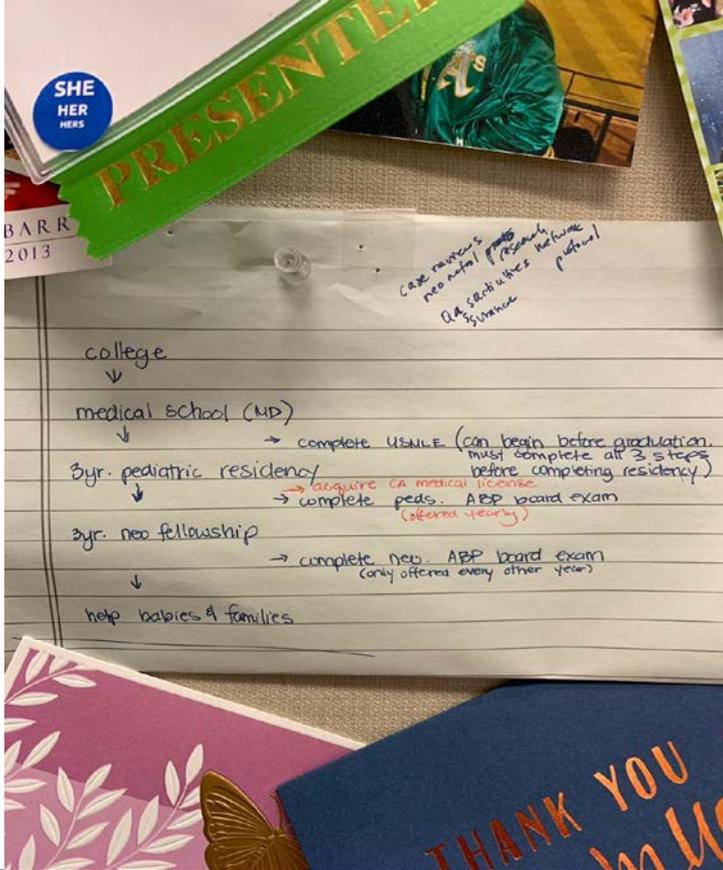
Megan



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AJ



Meghan

THIS IS DR. ADAMS. SHE'S A SOCIAL PSYCHOLOGIST AND THE WORLD'S TOP EXPERT ON IMPOSTOR SYNDROME.

HAHA, DON'T BE SILLY! THERE ARE LOTS OF SCHOLARS WHO HAVE MADE MORE SIGNIFICANT...

...OH MY GOD.



Impostor Assessment

True or False?

I have worried others will find out I'm not as smart as they think I am.

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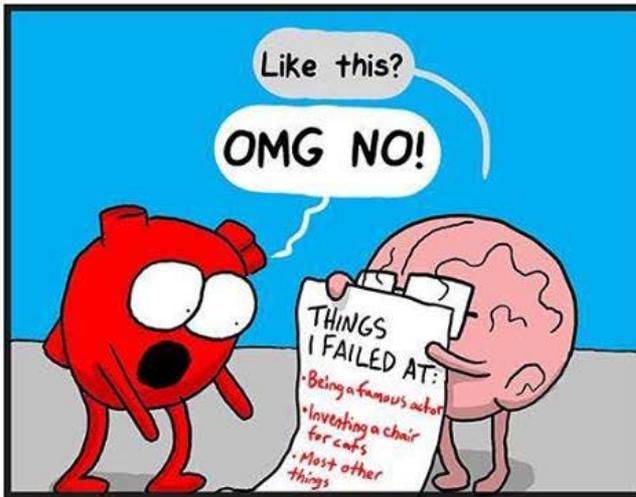
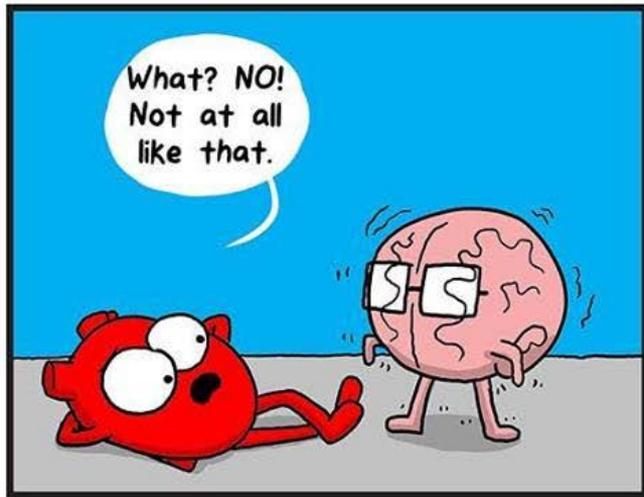
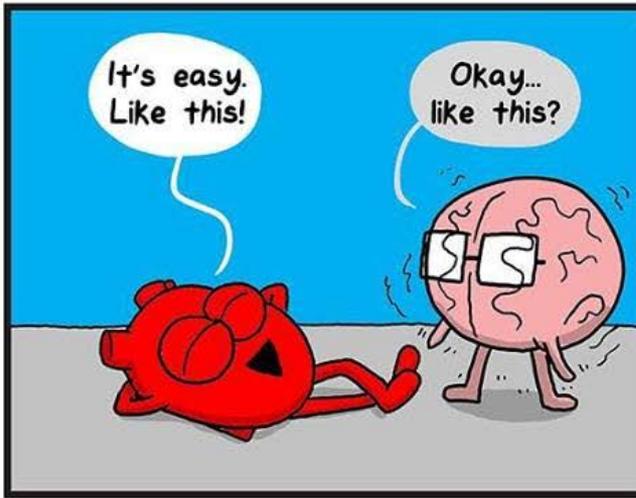
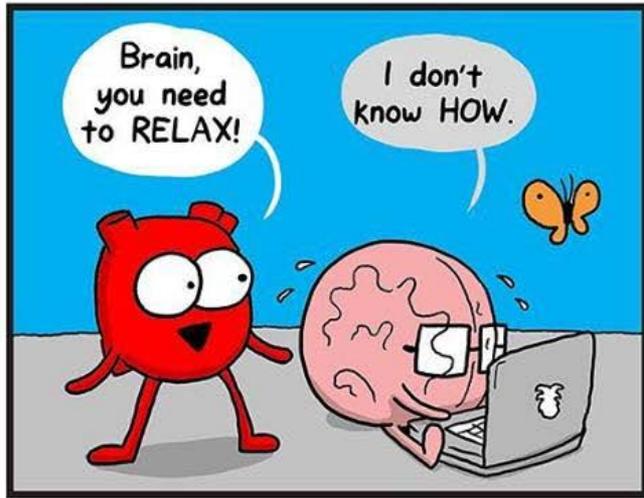
I have felt that my success has been due to some kind of luck.

True or False?

For anyone who did not answer “True” for any of these questions, is there someone you can think of in your life who would?

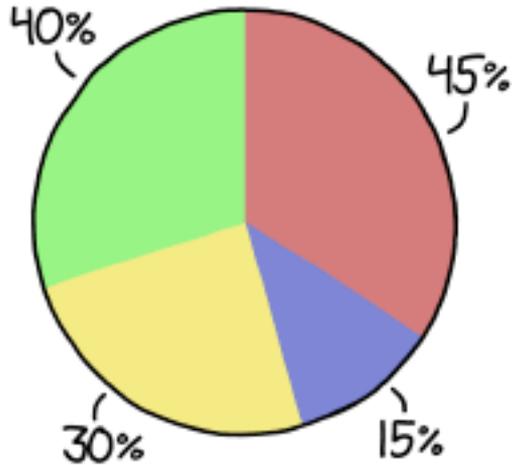
Think, Pair, Share:

On examples of impostor syndrome that have come up in your programs.

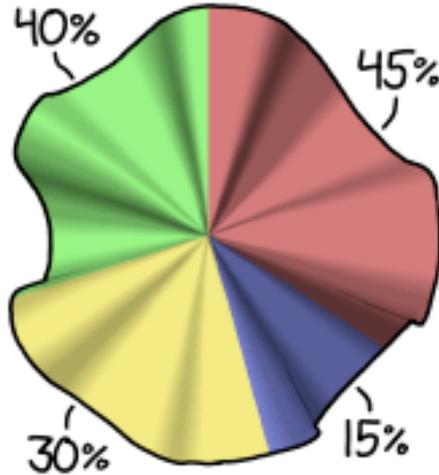


Role Play!

WRONG:



RIGHT:



Coping Mechanisms

HOW TO MAKE A PIE CHART IF YOUR PERCENTAGES DON'T ADD UP TO 100

THE SECRET THOUGHTS

Why Capable People Suffer
from the IMPOSTOR SYNDROME
and How to Thrive in Spite of It

SUCCESSFUL WOMEN

VALERIE YOUNG, Ed.D.

Feeling This

Acknowledge the feelings

Mirror, Mirror!

Self reflect on strengths and weaknesses

Sup?

Talk about it with other people (trusted co-conspirators)

Appreciation

When others share how they view you and why they appreciate you

I Got This!

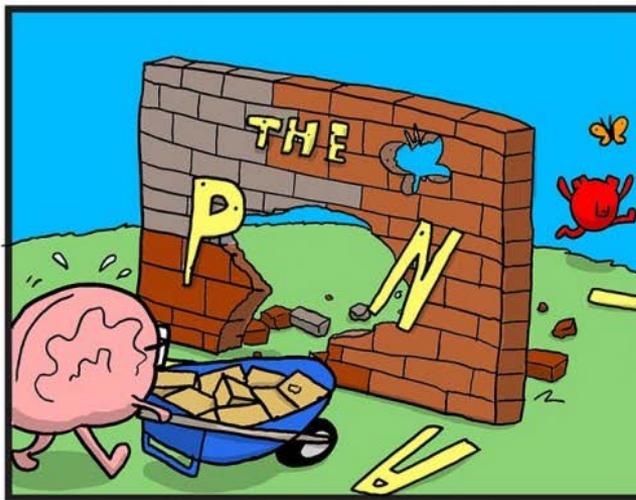
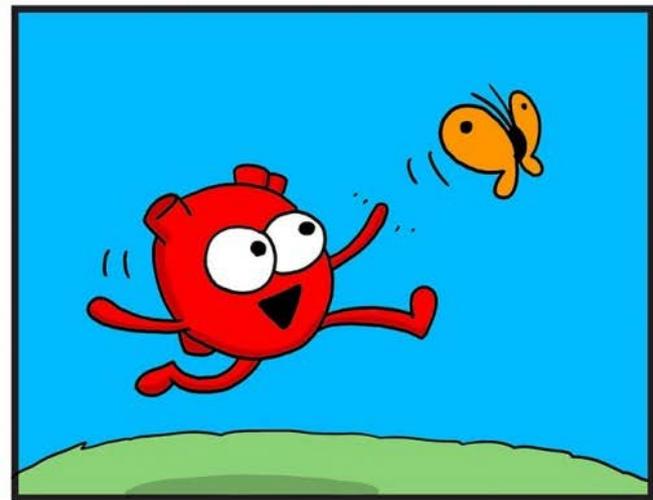
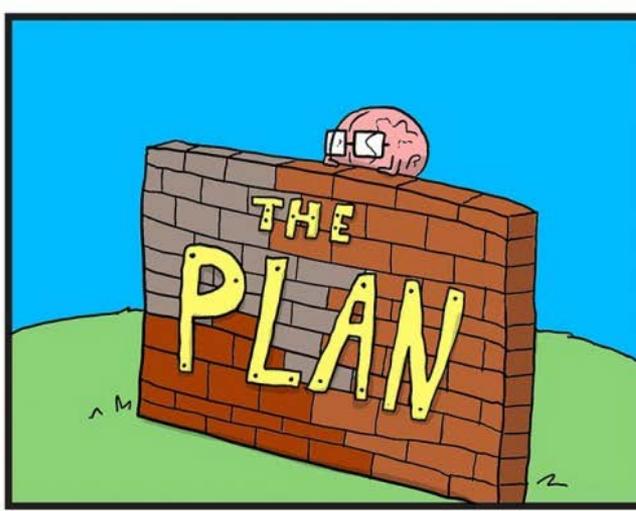
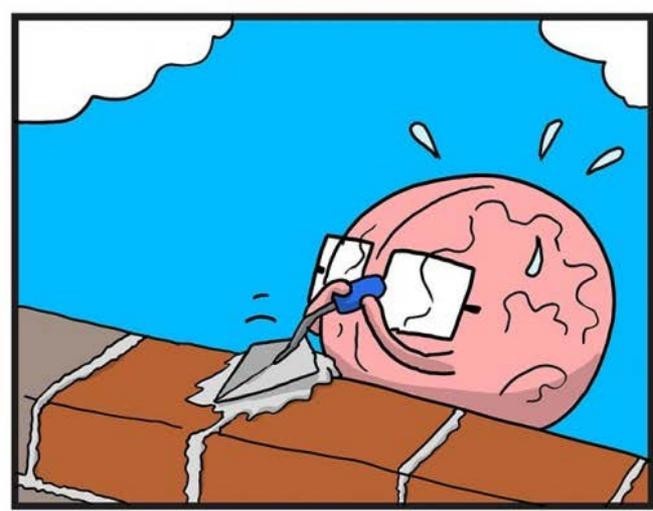
Reframe your perspective - you had a role in your accomplishment
Embrace your successes

Get Through It!

Perfection is not required!



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Impostor Improvement Plan

Jump to Conclusions

???	JUMP AGAIN	STRIKE OUT
COULD BE	LOSE ONE TURN	YES!
NO!	ACCEPT IT	GO WILD
ONE STEP BACK	THINK AGAIN	MOOT!



Conclusion



Thank you!

Here for any questions

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