

OVERCOMING IMPOSTER SYNDROME

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Have you ever felt like you're a **fraud**? Or a **fake**?

Like you're going to be **found out** at anytime?

Like you **don't deserve the recognition** you get?

Like everyone will figure out that you **don't belong**?

Like you **just got lucky**?



WHAT IS IMPOSTER SYNDROME

AND HOW CAN YOU
COMBAT IT?





Impostor syndrome is a term used to describe feelings of insecurity or self-doubt, despite there being no evidence to support such a belief



Most people experience
imposter syndrome

Often we are literally
all in the **same**



All these people really seem to have it together,
and I still have no idea what's going on.



Cartoon
Punch

azilliondollarscomics.com



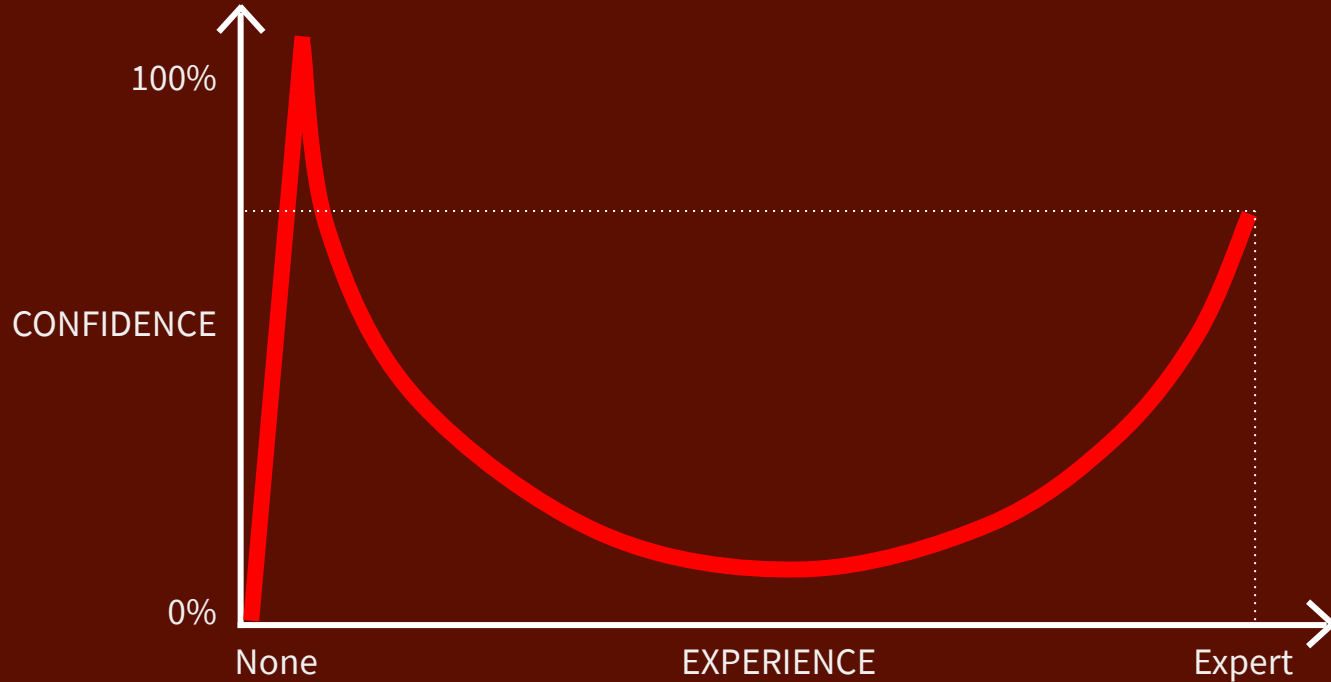
**“Am I good
enough? That’s a
question that’s
plagued me my
entire life.”**

Michelle Obama

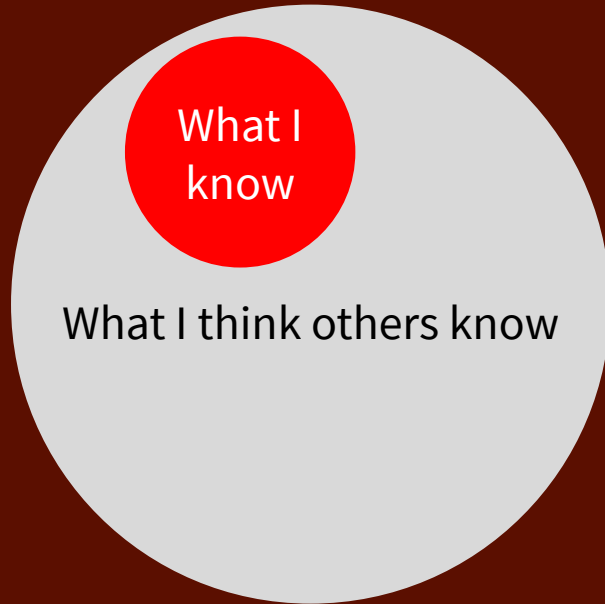


The more skilled you are, the more you feel like a fraud

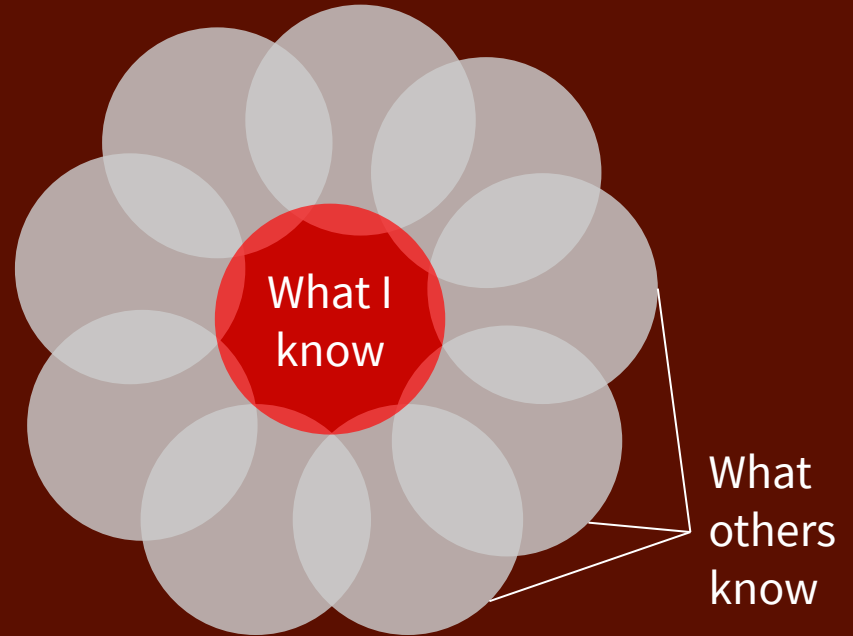
Dunning-Kruger Effect



What imposter syndrome can feel like



IMPOSTER SYNDROME



REALITY



Hello!
My name is ...

Do **you** have an imposter type?



The Perfectionist

I should deliver a perfect performance 100% of the time; my work must always be A+



The Expert

If I were really smart, I would already know everything I need to know about this



The Soloist

I believe that true competence is equal to my own, unassisted achievements; I must do everything myself



The Superperson

If I were really competent, I would be able to do it all, and do it easily and well



The Great Mind

I judge myself on ease and speed; if I were really competent, it would come quickly and easily



Workshop: Learning from each other

STEP 1: Facilitated Small Group Discussions

When have you experienced imposter syndrome? (or connected with someone who has experienced it)	What did you/they do to overcome that feeling? [Share tips, tricks, and strategies that worked for you/them!]	What are the key points (a-ha's!) that you can report out?

STEP 2: Report Out to the Larger Group

STEP 3: Open Discussion



Overcoming Imposterism: Strategies for Every Day

- 1 Embrace your strengths
- 2 Build a Brag Book
- 3 Have a buddy
- 4 Have a plan
- 5 Attribute your successes to YOU
- 6 Avoid comparing yourself
- 7 Reward yourself
- 8 Track and validate it
- 9 Have a growth mindset
- 10 Accept that you are work in progress



You have talent • You are capable • You *belong*



Jot down your key takeaway

Pick JUST ONE THING (*Jot*), *one* action that you will start doing or start doing differently after this session



Join us!

IDEAL IT reflects our commitment to providing opportunities where individuals with diverse backgrounds can collaborate, grow, and excel across different functions and disciplines



Thank you for joining us today!

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Resources

Faculty Staff Help Center

cardinalatwork.stanford.edu/faculty-staff-help-center

- Free counseling sessions for both work and personal matters
- Up to 10 sessions per situation

Navigating Work and Life

cardinalatwork.stanford.edu/benefits-rewards/worklife/offerings-me/staff

- Work-Life Integration
- Mind, Body and Spirit
- Staying Active and Living Well

