



Imposter Syndrome Workshop

Hosted by Diversity in Math and Building 21!!



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What is Imposter Syndrome?


Origins

Imposter Syndrome was coined in psychologists Dr. Pauline R. Clance and Dr. Suzanne A. Imes.

“... a psychological phenomenon in which people are unable to internalize their accomplishments.”

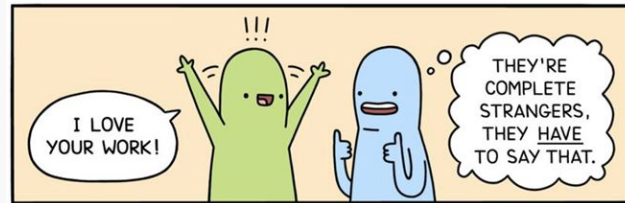
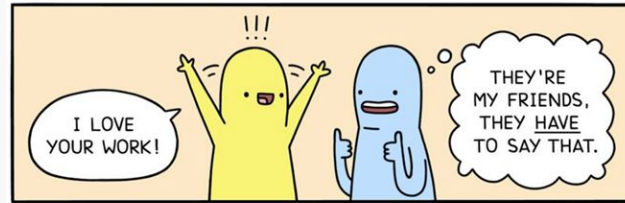
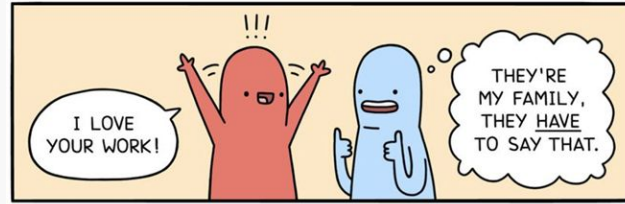
Characterized by 3 elements:

- a feeling that others have a mistakenly high view of your abilities
- a fear of being exposed or found out
- a tendency to downplay success, attributing it to luck or disproportionate effort

The image features a white background with abstract, organic shapes in gold and dark blue. In the top left, a large gold shape has a dark blue speckled texture. Below it are two dark blue oval shapes. In the top right, a trail of small gold dots leads to a larger gold shape. On the right side, a thick, dark blue wavy line curves downwards, with a gold shape behind it. At the bottom right, there are several thin, dark blue lines radiating outwards.

**Have you
experienced this?**

IMPOSTER SYNDROME



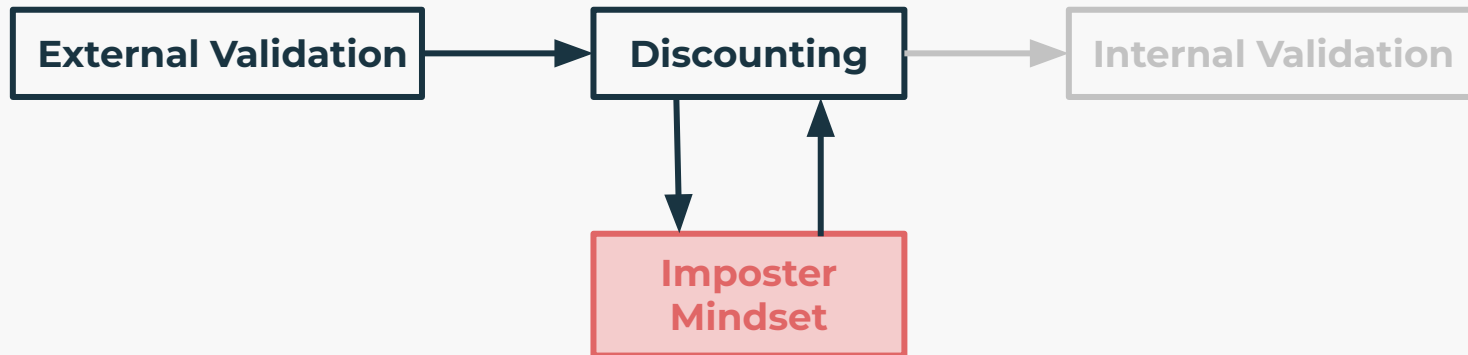
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Prevalence in Academia

Particularly prevalent among students and academics

- foundation on the principles of constant critique
- historical association with upper-class white men

Discounting



Consequences

Threat to diversity

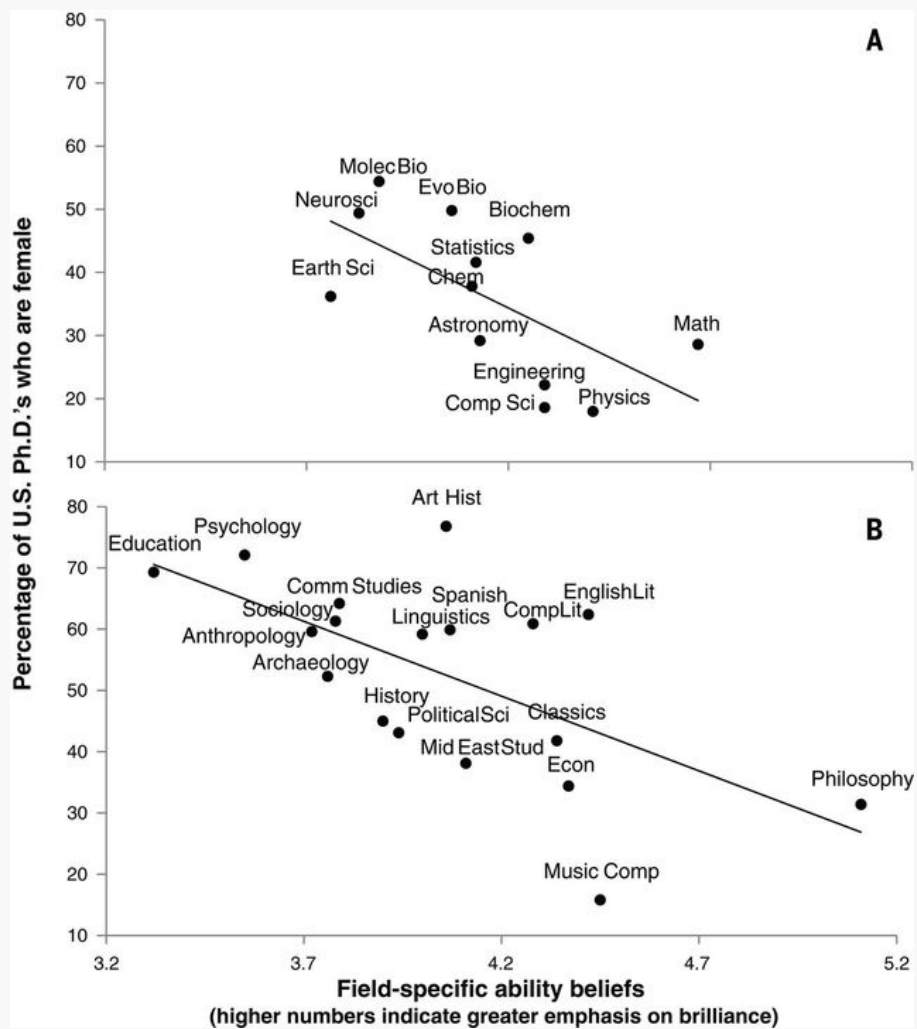
Cycle of pushing minorities out of STEM fields

Less Participation

IP can make it harder to admit you don't know something as well as ask questions

Isolation

- Echo-chamber effect, creating a lack of perspective
- Can reduce opportunities
- Can also lead to overworking and burnout





**Brainstorming
Time: Solutions**

Resources

Consequences on Diversity in Academia

- [Imposter Syndrome Threatens Diversity](#)
- [Feeling phoney in HE](#)

Clance IP Scale (test)

- [CPIS.pdf](#)

Other Imposter Syndrome Resources

- [Ada Initiative Workshop outline](#)
- [Imposter Phenomenon and Motivation: Women in Higher Education](#)

Examples

- Communication!
- Create safe spaces outside of academic contexts
- Language
 - Minimizers
 - Self-talk
- Ask questions!
- Ask for perspective checks from a trusted friend
 - Gather more perspectives in general
- List accomplishments that you are proud of (and make it a habit)
- Subject specific:
 - Rubber duck
 - Question corrections
 - Teach what you know
- Recognizing and naming these thoughts

The background features abstract, organic shapes in dark blue and gold. There are splatters and textured areas, particularly in the top right and bottom left corners. The overall style is modern and artistic.

Thanks!

CREDITS: This presentation template was created by [Slidesgo](#), and includes icons by [Flaticon](#), and infographics & images by [Freepik](#)