Take a compliment exercise.

Ask people to take 5 minutes (or whatever your scheduled time is) to write down reasonably generic compliments on their post-it notes. Examples: "You are a good listener." "You work hard." Each person should write 3-5. Then tell them that each person needs to take 2-3 compliments that other people wrote in their group. Then you will ask for volunteers to talk about why they chose the compliments they did. Tell them the remaining compliments will go on a wall and people will be able to take more compliments before they go.

Tell them the purpose of this exercise is to learn to accept and believe positive feedback as much as negative feedback, in order to have a more accurate self-perception.

Ask people to volunteer why they chose their compliments. You will often notice a theme early on: often people choose compliments that are about how they help other people. Most likely, the class will notice this too and you will want to point out that that is an effect of socialization of women or oppressed groups to prioritize the feelings and success of other people. Encourage people to practice saying "Thank you" and actually accepting compliments. Suggest keeping a folder of compliments, awards, and other positive comments to review before impostor-triggering events like job interviews, talks, or paper submissions.

Values exercise:

Explain that the theory of the exercise is that when we focus on acting in concert with our values and judge ourselves on whether we acted in line with them, it counters the negative messages we are getting from the world.

Again, people will probably notice a trend towards nurturing or caring values, with less friendliness towards anything perceived as self-promoting or self-centered. Encourage people to think about why we are socialized this way and what effect it has on our careers. Often people remark that they didn't even realize some of the values could be viewed positively, such as "ambition," "intellectual status," or "power and authority." Tell people to redo this exercise before interviews, writing resumes, giving talks, or other stressful situations.

Combating negative thoughts

Explain that this exercise is based on CBT - cognitive behavioral therapy - but that "thought record" is much friendlier term. Tell them that it is clinicially proven to change thought patterns. Ask people to choose a specific time that they feel Impostor Syndrome, but to pick a low-stress and low-emotion example for this exercise. Emphasize again that no one has to participate or share if they don't want to. Give one example where you do each of the steps in the headings. Ask people to do this exercise and then optionally talk about it with their group, then optionally share in the report-out. This exercise is very likely to cause strong emotions, so don't skip any of these instructions.