

# The Imposter Syndrome, Stereotype Threat, and Growth Mindset



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by Christine Alvarado, Mia Minnes, and Leo Porter, 2015.

## By the end of this video you will be able to...

- Define "Imposter Syndrome" and "Stereotype Threat" and give examples of each
- Describe what contributes to stereotype threat
- Employ strategies for combatting imposter syndrome and stereotype threat.
- Discuss the advantages of a growth mindset



# The Imposter Syndrome

Not qualified!

Mistake!

Imposter!

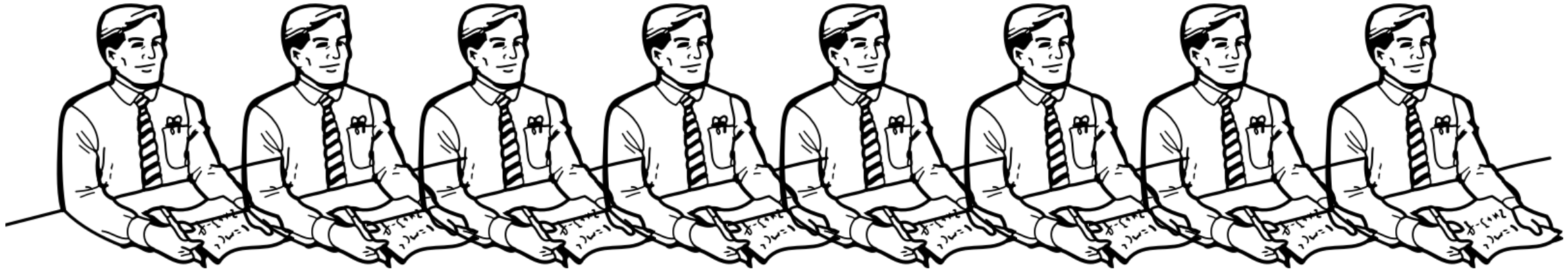
# The Imposter Syndrome can hurt you

- Make you not apply for positions that you are qualified for
- Make you not take credit for your accomplishments
- Make you doubt your abilities and perform poorly in an interview
- Stress you out and make you unhappy

# But it's not always imaginary



**" 'Maybe you just weren't meant to be there,' she said. 'Maybe we should have sent you to a junior college first.' "**



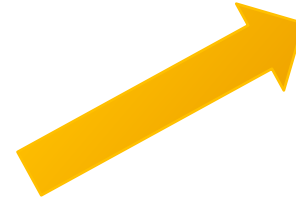
**Women do worse when reminded of the stereotype before taking the test!**

## Stereotype Threat

Spencer, Steele & Quinn. Stereotype Threat and Women's Math Performance. *Journal of Experimental Social Psychology* 35, 4–28 (1999)

# Combatting Stereotype Threat and the Imposter Syndrome

- Role models
- Shared experiences with peers and mentors



**"I'm so good at math!"**

**Fixed mindset**  
*Natural ability or talent*

**"I worked really hard and  
I got it!"**

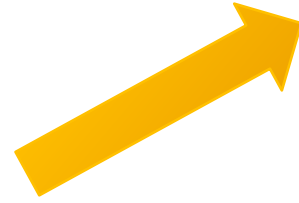
**Growth mindset**  
*Practice and hard work*

Carol Dweck





Growth mindset interventions  
have been shown to improve  
outcomes



"I'm no good at math!"

Fixed mindset



"I guess I needed to work  
harder!"

Growth mindset

# Developing a Growth Mindset

- Missed an interview question? Practice more! You'll get it next time
- Didn't get the job? Think about what could be improved and work at it!

**Hard work is something you can control, so  
take action and practice!**

# Up Next

- Imposter Syndrome Gallery