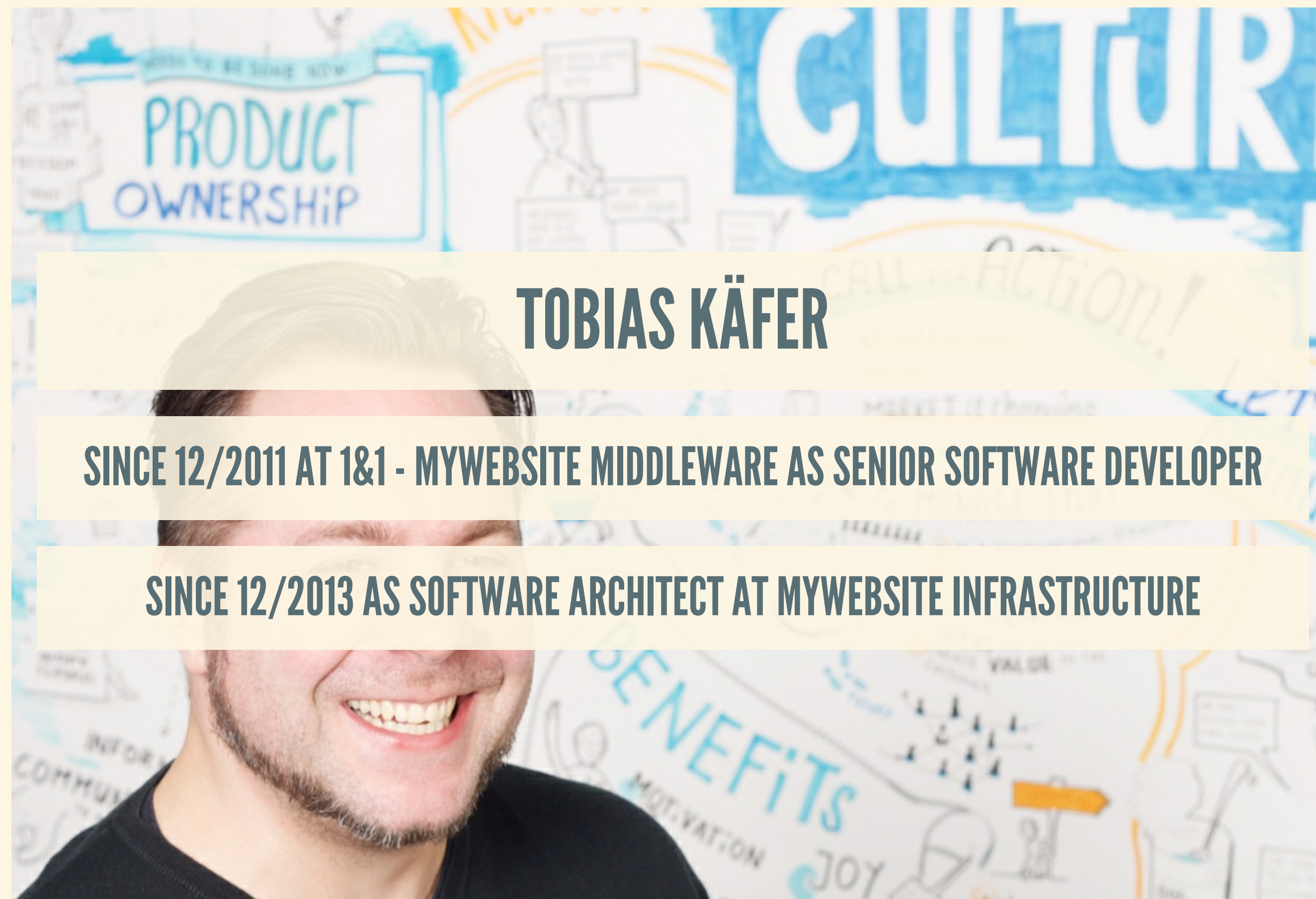


IMPOSTOR SYNDROME

**WHY DO I KEEP ASKING MYSELF OVER AND OVER AGAIN
"AM I THE RIGHT PERSON HERE?"**

by Tobias Käfer

Software Architect MyWebsite Infrastructure



TOBIAS KÄFER

SINCE 12/2011 AT 1&1 - MYWEBSITE MIDDLEWARE AS SENIOR SOFTWARE DEVELOPER

SINCE 12/2013 AS SOFTWARE ARCHITECT AT MYWEBSITE INFRASTRUCTURE



WHAT IS THE IMPOSTER SYNDROME?



Impostor syndrome (also known as impostor phenomenon or fraud syndrome) is a concept describing high-achieving individuals who are marked by an inability to internalize their accomplishments and a persistent fear of being exposed as a "fraud".

From Wikipedia, https://en.wikipedia.org/wiki/Impostor_syndrome

WHAT DOES THIS MEAN?

High achieving people are not able to accept/perceive their value.

MORE WORDS ON IT

- “If I can do it, then it can’t be hard”
- “I was lucky to be at that place at that time”
- “I don’t understand why others think so much of me
– I am only me”
- “I am still missing doing x”

Inspired by “The Coach’s Casebook” (and taken from Gitte Klitgaard)

They see themselves as liars which should not occupy
the position they are currently have.



RISKS:

- Depression
- Crisis
- Burn out

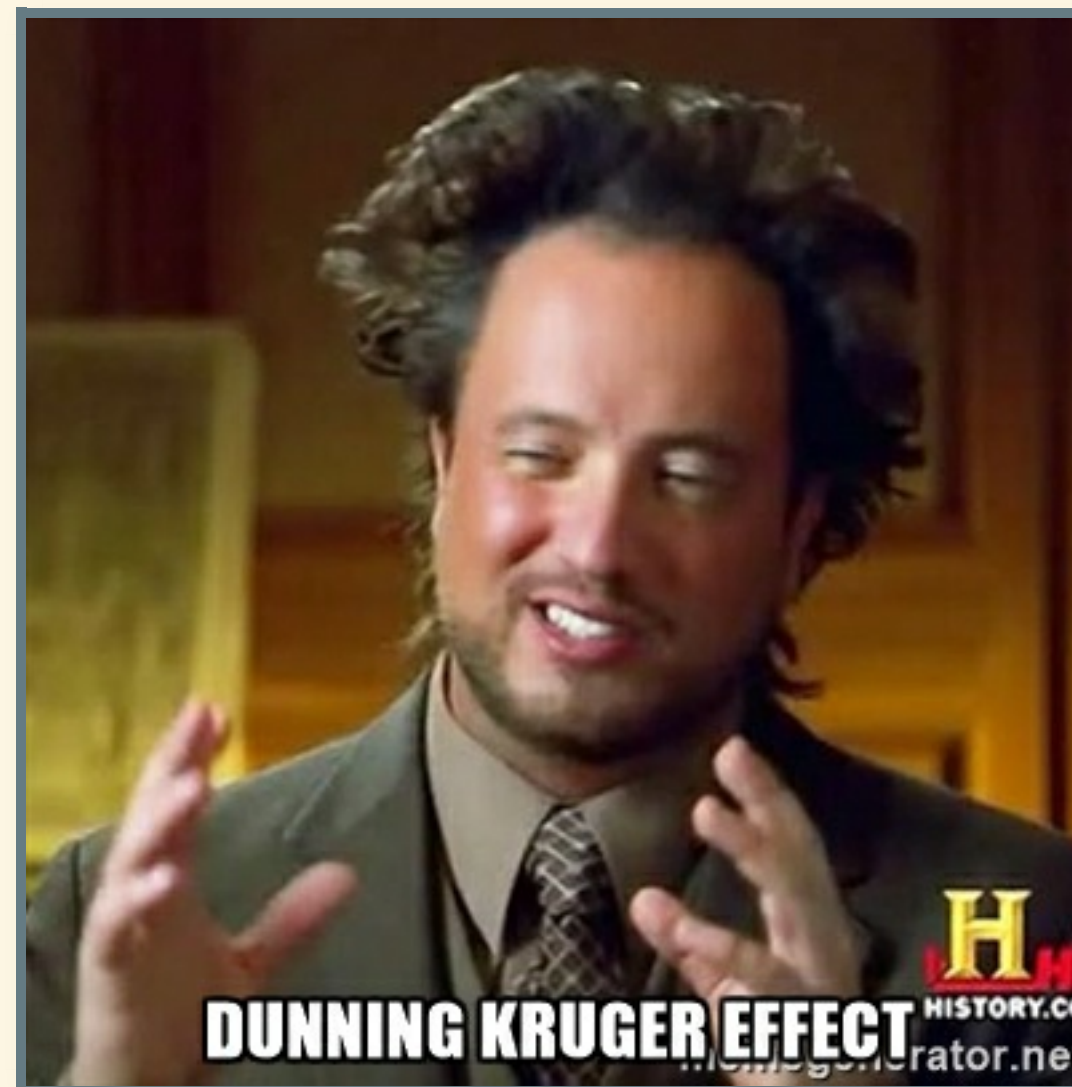
source <https://www.shutterstock.com/image-photo/crying-man-holding-mask-smiley-face-140720347>

THE OPPOSITE: DUNNING-KRUGER EFFECT

The Dunning-Kruger effect is a cognitive bias in which low-ability individuals suffer from illusory superiority, mistakenly assessing their ability as much higher than it really is

much higher than it really is.

From Wikipedia, https://en.wikipedia.org/wiki/Dunning%E2%80%93Kruger_effect



source <https://memegenerator.net/instance/60898156>

WHY AM I THINKING ABOUT SUCH A TOPIC?

THROWBACK...

GREAT KEYNOTES BY:

- [Linda Rising](#): Who do you trust? beware of Your Brain
- [Sallyann Freudenberg](#): Neuro-diversity and software development - Why the tech industry needs all kinds of minds and how we can support them
- [Mary Poppendieck](#): Morning Keynote - The Future of Software Engineering

INTERESTING

A whole track with those powerful ladies and others,
like [Gitte Klitgaard](#)

GITTE KLITGAARD - THE IMPOSTOR SYNDROME

ABSTRACT

Did you ever feel like a fraud at work?

Have the feeling that at some point, someone is going to find out that you really don't belong where you are? That you are not as smart as other people think?

...

YouTube video: <http://bit.ly/goto16impostor>

Slides: <http://bit.ly/goto16impostorslides>

I FELT LIKE

WTF - WHAT AM I DOING HERE?

THERE ARE SO MANY PEOPLE.

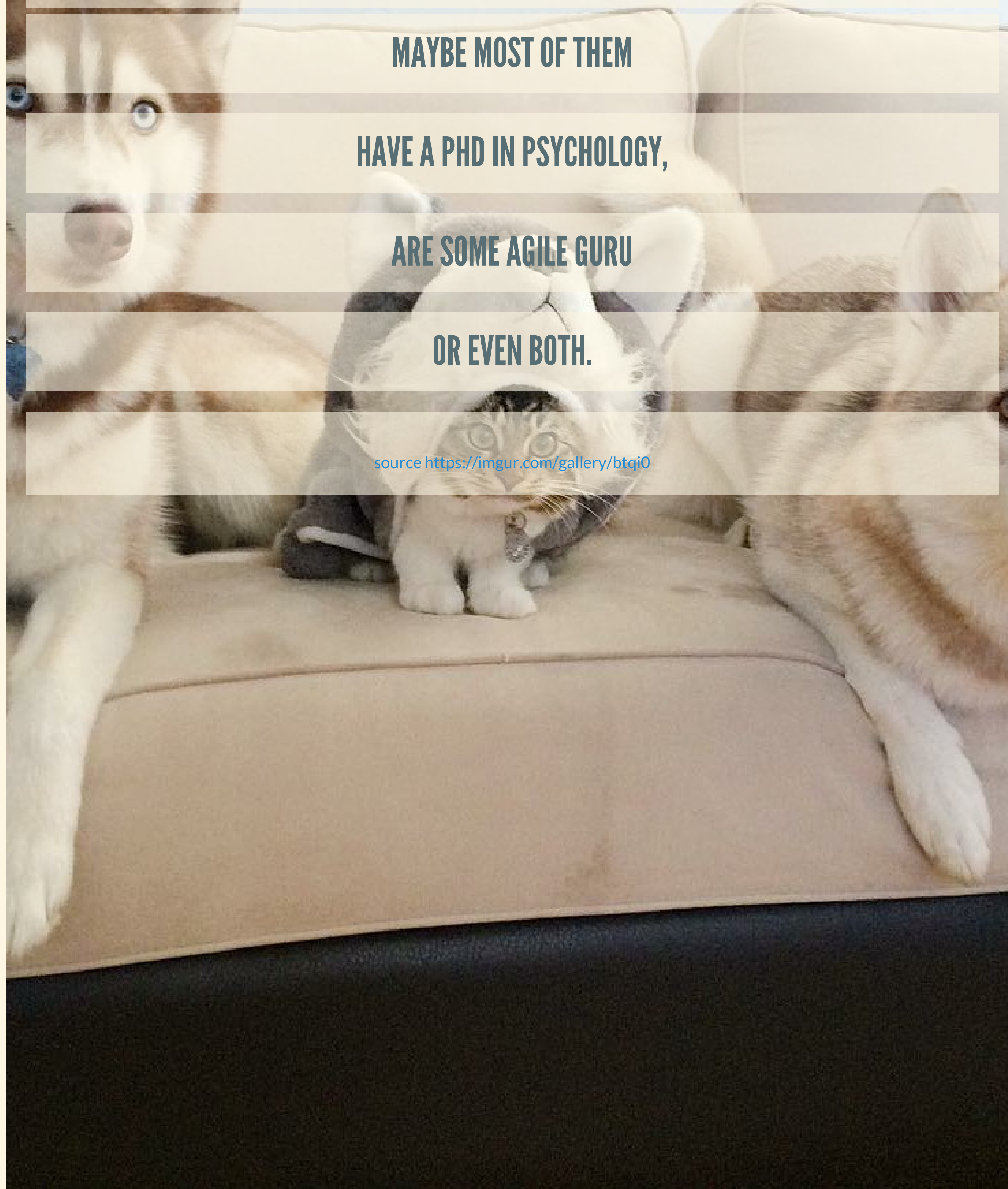
MAYBE MOST OF THEM

HAVE A PHD IN PSYCHOLOGY,

ARE SOME AGILE GURU

OR EVEN BOTH.

source <https://imgur.com/gallery/btqi0>



As it turned out, most of them looked the same like me.

Most of them were all like: What the heck is this.

70% of all working people will be confronted with their
own Impostor Syndrome.

(Clark, M.; Vardeman, K.; Barba, S. (2014). "Perceived inadequacy: A study of the impostor phenomenon among college and research librarians". College & Research Libraries. 75 (3): 255–271. doi:10.5860/crl12-423.)

Some of them have it only once in a life time.
Others continually or repeatably will be confronted
with it.

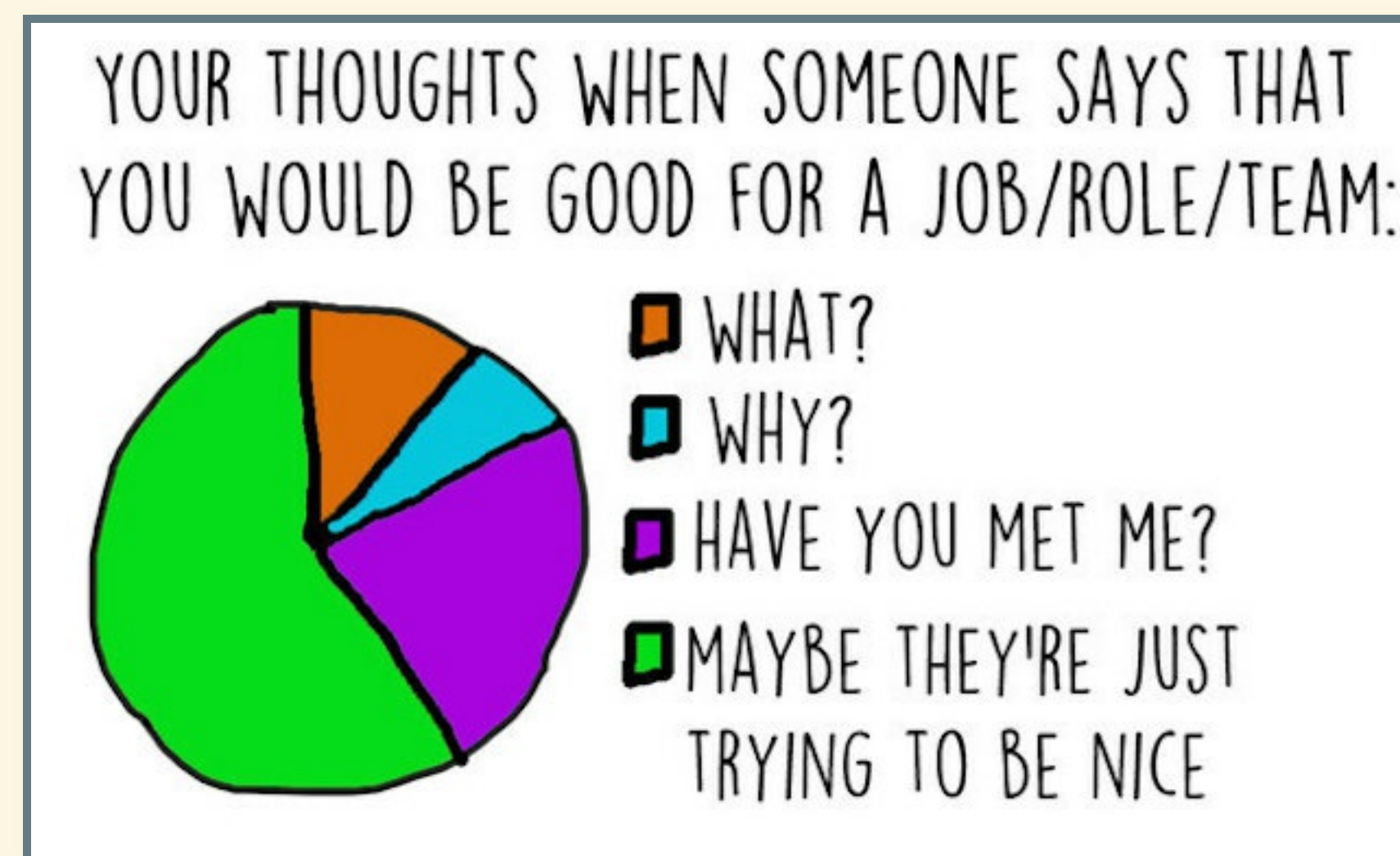
So what I've experienced during the talk was a
Impostor Syndrome situation. Somebody from the
audience made a joke, like:

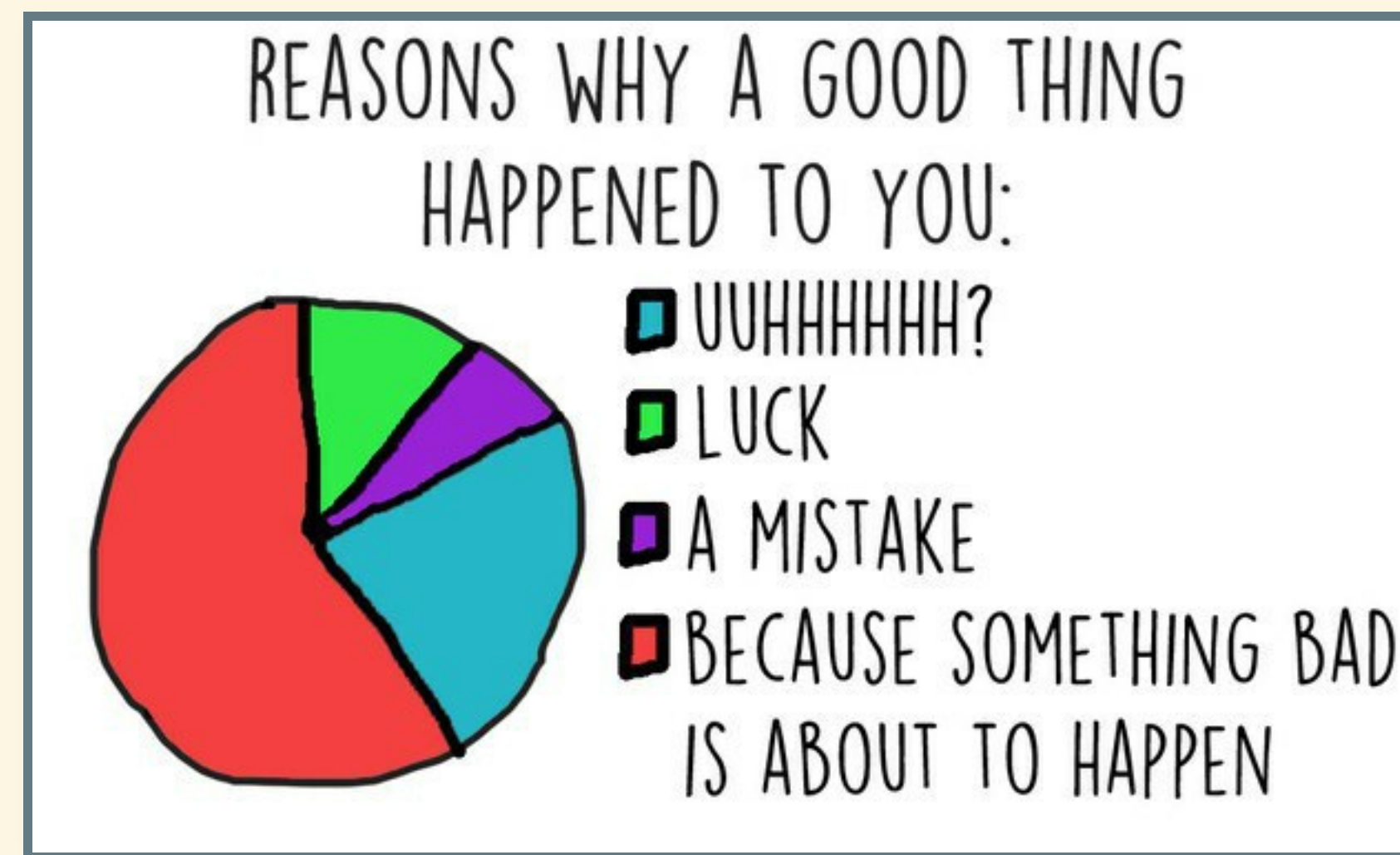
*I am not worthy enough to have Impostor
Syndrome*

True words.

In an era where concepts like
Augenhöhe,
"inclusive diversity",
"inclusive neuroiversity" etc.
are one holy grail in enterprise colaboration/coworking
-
people are afraid that they do not fit.

And people do not think they deserve good things...





source http://personalbranding.blog.hu/2016/02/09/imposztor_szindroma

Isn't that some kind of sarcastic?

Maybe it is just a way of people reacting to
continuous demand of self reflection of your work and
of your interaction with people.

But isn't it perceived as weak to say:

*Hey I am not sure if I am the right person
for this job?*

Interestingly, high educated and intelligent people are seen to be more confronted with the Impostor Syndrome.

Hm...

How should I deal with it?

Maybe you start talking about it like: "Did you hear about this Impostor Syndrome thingy?"

Accept the diversity of yourself and others.
Everybody around you is there for a reason - most probably because they fit.

So you are fitting too.

Inclusive diversity

- inclusion - an approach to educate for students with special needs.

- diversity - a social justice model within a company



source <http://www.danone.com/en/for-you/candidates/life-at-danone/inclusive-diversity/>

Everybody's individual personality forms a stronger organization - when the organization and its members accept the diversity of each other.

Given the fact that everybody accepts this and is accepted by others, could result in less impostor situations.

Don't forget:

Almost everybody thinks she/he is an impostor, at least sometimes in their life.

Regardless of what we discover, we understand and truly believe that everyone did the best job they could, given what they knew at the time, their skills and abilities, the resources available, and the situation at hand.

-- Norm Kerth



