

Impostor Syndrome

AKA

We Are All Posers

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What is Impostor Syndrome?

Originally coined by clinical psychologists
Pauline R. Clance and Suzanne A. Imes

" Collection of feelings of inadequacy even in the face of evidence to the contrary "

Not considered a psychological disorder

BUT over time anxiety and depression, often associated with it, can reach clinical levels

Other Downsides

1. Don't apply for jobs
2. Muted voice
3. Stymied ambition

Different Categories

1. Feeling like a fake
2. Attributing successes to luck/timing
3. Discounting successes

Sufferers experience what is referred to as the
"Impostor Cycle³"

Impostor Cycle

Task received

:-D

Anxiety ensues

:-S

Sufferer reacts by either extreme over-prep

or

Procrastination followed by frenzied prep

Task Completed Successfully

>>> Positive feedback sometimes received

:-D

BUT

Sufferer denies their own success

:-)

Over-preppers attribute success to hard work
(which far exceeded the energy required to
produce quality work)

Procrastinators attribute success to luck

Demographics

- * Estimates of **40%** of **successful** people
- * Possibly **70%** of **all** people feel like impostors at one time or another

Particularly

The successful

High achievers

Minorities

Public/peer-reviewed work

Also frequently associated with a fear of
success

Which is sort of like fearing your own power
and potential

(Think about **that** for a second)

Facing Impostor Syndrome

1. Talk to your mentors

2. Remember what you do well

3. Realize no one is perfect

4. Remember no one knows everything

5. Work on your language

6. Write down your accomplishments
(And own the awesome!)

Some Resources

1. <http://adainitiative.org/what-we-do/impostor-syndrome-training/>
2. http://geekfeminism.wikia.com/wiki/Impostor_syndrome

Research Sources

1. <https://counseling.caltech.edu/general/InfoandResources/Impostor>
2. <http://www.apa.org/gradpsych/2013/11/fraud.aspx>
3. Sakulku, J. & Alexander, J. (2011). The Imposter Phenomenon, *International Journal of Behavioral Science*, 6(1), 73-92