**Website Title:**  
Overcoming Imposter Syndrome  
  
**Description:**  
This website will provide an introduction of Imposter Syndrome and why it’s important. We will provide reasons for feelings of imposter syndrome and how to identify when it happens with examples. Lastly, we will provide how we can provide support with resources and strategies for how to overcome it.  
  
**Target Audience:**  
New employees as part of their onboarding training  
  
**Learning Objectives:   
​**1. Learners will be able to define Imposter Syndrome and 3 reasons why it's important  
2. Learners will be to recognize reasons for imposter syndrome with employees and identify when it happens  
​3. Learners will be able to identify 3 ways to provide support with resources or coping strategies

Navigation: I will provide a table at the top with hyperlinks to the individual page which provides further information on content, media, and interactions.

1. Main Page – Imposter Syndrome
2. Imposter Syndrome (Intro) & Its Importance
3. Reasons for I.S. and When It Happens (Signs of IS)
4. I.S. Types
5. Support and Coping Strategies
6. Resources
7. **Main Page**

* Content: What is Imposter Syndrome?
* Media: Picture Representing Imposter Syndrome
* Interactions: Changes to ???’s when hovering over pic

Reference:

Fair Play Talks (2021, May 21) Affects Imposter Syndrome 65% Of Professionals, Reveals New Study

https://www.fairplaytalks.com/2021/05/21/imposter-syndrome-affects-65-of-professionals-reveals-new-study/

1. **Imposter Syndrome & Why It’s Important**

* Content: Imposter Syndrome defined; 3 Reasons Why It’s Important
* Media: iframes video and words
* Interactions: Collapsible Sections when clicking on the importance

"persistent doubt concerning one's abilities or accomplishments accompanied by the fear of being exposed as a fraud despite evidence of one's ongoing success." -Merriam-Webster Dictionary

Video: <https://youtu.be/ZQUxL4Jm1Lo>

Importance

1. Feelings of imposterism aren’t restricted:
   1. Everybody is susceptible to a phenomenon known as pluralistic ignorance, where we each doubt ourselves privately but believe we’re alone in thinking that way
2. Feeling of imposterism can prevent people from sharing or performing
   1. Strong feelings of imposterism, can prevent people from sharing their great ideas or applying for job and programs where they’d excel
3. Talking about imposterism is a sure fire way to combat it
   1. Once you’re aware of the phenomenon, you can combat your own imposter syndrome

Reference:

What is imposter syndrome and how can you combat it

<https://youtu.be/ZQUxL4Jm1Lo>

Elizabeth Cox

Ted-Ed

1. **Signs of IS**

* Content:
  + What are Signs of Imposter Syndrome?
    - Afraid of being outed as a fraud
    - Feeling unworthy of success
    - Dismissing positive feedback
    - Distrusting of others
    - Blaming accomplishments on luck
    - Overpreparing
* Media: quiz and image
* Interactions: clickable multiple choice question and image reveal

# Reference:

# Green, Duncan (2022, September 14) Is it time to Embrace your Imposter Syndrome? From Poverty to Power

https://frompoverty.oxfam.org.uk/is-it-time-to-embrace-your-imposter-syndrome/

**IS Types:**

* Content:

1. **The perfectionist**  
   They always look for things to go “perfectly”. Their main concern is “how” something is done. A  slight error or defect is enough to classify it as a failure and it leads to feelings of shame and guilt.
2. **The expert**  
   Experts seek to know everything. Their main concern is about “what” and “how much” they know or can do. In the face of even the slightest lack of knowledge about something they feel like a failure.
3. **The soloist**They need to do things alone without help from anyone. Their main concern is “who” completes the work. If someone helps them, they interpret it as a sign of their weakness and failure.
4. **The natural genius**They aim to achieve their goals quickly and effortlessly. They begin to doubt themselves and feel very ashamed when things start to get difficult, they can’t achieve it in their first try.
5. **The Super Man / The Super Woman**Their success is based on how many different roles they can play. They need to be a good father/mother, son, partner, boss, brother, and/or friend, among others. They always work longer and do not take days off. If they can’t play any of the many roles perfectly, they feel like a complete fraud.

Reference:

Management 30

https://management30.com/blog/imposter-syndrome/

* Media: images for each Type; collapsible sections
* Interaction: collapsible sections

**Coping Strategies**

* Content: Coping Strategies

1. Know the signs.

We often overlook the signs of impostor syndrome that come up in our day-to-day lives. However, recognizing these signs is the first step toward overcoming them.

### 2. Know you're not alone.

When you have impostor syndrome, some of the most important encouragement comes from realizing how many hugely successful people, both male and female, have built amazing careers even while regularly coping with it.

3. Distinguish humility and fear.

There's taking humility in your hard work and accomplishments, and then there's feeling overcome with fear because of them.

### 4. Let go of your inner perfectionist.

I [recently wrote about](https://blog.hubspot.com/marketing/productivity-hacks-counterintuitive) how perfectionism, while helpful in certain contexts, can be a major roadblock for productivity. Turns out it can be a major roadblock for overcoming impostor syndrome, too.

### 5. Be kind to yourself.

Negative self-talk is a bad habit, and it can heavily influence our stress and anxiety levels.

"Being kind to yourself" simply means changing the way you talk to yourself in your head by practicing positive self-talk.

### 6. Track and measure your successes.

When you feel like an impostor, one of the hardest things to grasp is how much of a role you have in your own successes. You might default them to luck or others' hard work, when in fact, your own work, knowledge, and preparation had a lot to do with it.

### 7. Talk about it with a mentor and your manager.

No one should suffer in silence. Sharing your thoughts and experiences with someone else will make you better equipped to deal with your impostor syndrome.

### 8. Say "yes" to new opportunities.

It's impossible to say "yes" to everything, especially when you're feeling stressed or spread thin. But it's all too common for people who have impostor syndrome to turn down career-making opportunities because they don't feel like they'd do a good job.

### 9. Embrace the feeling, and use it.

It's really hard to get rid of impostor syndrome completely -- especially if you've had it for years and years. That's why the best angle from which to tackle your impostor syndrome isn't getting rid of it completely; it's stopping it from hindering your success.

* Media: Image Representation and alert box
* Interactions: image map - when clicking on pictures, provide additional information

Cox, Lindsay Kolowich. (2020, July 28) 9 Ways to Deal With Imposter Syndrome Before It Hinders Your Success. Hubspot

https://blog.hubspot.com/marketing/impostor-syndrome-tips

**Resources**

* Content: Resources to assist with Imposter Syndrome
* <iframe src="https://www.npr.org/player/embed/959656202/961721174" width="100%" height="290" frameborder="0" scrolling="no" title="NPR embedded audio player"></iframe>Media: embedded audio and list of references
* Reference:
* Interaction: hyperlinks

Cox, Elizabeth. (2018, August 18). What is imposter syndrome and how can you combat it. Ted-Ed.

<https://youtu.be/ZQUxL4Jm1Lo>

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The imposter syndrome

The School of Life Produced in collaboration with Zedem Media

<https://youtu.be/eqhUHyVpAwE>

6 Signs You Might Have Impostor Syndrome

Psych2Go

<https://youtu.be/xvGawC0eS4w>

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Reference

Clance, P. R., Imes, S. A. (Fall 1978). The impostor phenomenon in high achieving women: Dynamics and therapeutic intervention. Psychotherapy: Theory, Research & Practice. 15 (3): 241–247. http://mpowir.org/wp-content/uploads/....

Langford, J., Clance, P. R. (Fall 1993). The impostor phenomenon: recent research findings regarding dynamics, personality and family patterns and their implications for treatment. Psychotherapy: Theory, Research, Practice, Training. 30(3): 495–501. doi:10.1037/0033-3204.30.3.495.

McAllum, K. (2016). Managing imposter syndrome among the “Trophy Kids”: creating teaching practices that develop independence in millennial students. Communication Education, 65(3), 363–365. Doi: 10.1080/03634523.2016.1177848.

Richards, C. (October 26, 2015). Learning to deal with the impostor syndrome. The New York Times. Retrieved 9 May 2020 from https://www.nytimes.com/2015/10/26/yo....

Sakulku, J., Alexander, J. (2011). The impostor phenomenon. International Journal of Behavioral Science. 6: 73–92. doi:10.14456/ijbs.2011.6.

Images:

Creative Lix Question-marks

https://creativelix.com/question-marks-the-origins/