**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

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/

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

**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 the 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

Signs of IS

* Content: Reasons for I.S. and When It Happens
* Media: External video (iFrames) and text
* Interactions: Playable video and collapsible sections
* media, interactions, content summary

IS Types:

Coping Strategies

* Content: Coping Strategies
* Media: Picture Representation and changing text
* Interactions: when clicking on pictures, provide additional information

Resources

* Content: Resources to assist with Imposter Syndrome
* Media: embedded PowerPoint (jquery)
* Interaction: hyperlinks

What is imposter syndrome and how can you combat it

<https://youtu.be/ZQUxL4Jm1Lo>

Elizabeth Cox

Ted-Ed

**Meet The Creators**

* **Educator**Elizabeth Cox
* **Director**Sharon Colman
* **Narrator**Christina Greer
* **Content Producer**Gerta Xhelo
* **Editorial Producer**Alex Rosenthal
* **Associate Producer**Bethany Cutmore-Scott
* **Fact-Checker**Francisco Diez

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>

Writer: Carley Swanson-Garro

Script Editor: Isadora Ho

Script Manager: Kelly Soong

VO: Amanda Silvera

Animation: Andrew Allan

YouTube Manager: Cindy Cheong

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/