**Dealing with impostor syndrome: You are not alone – 90 minute workshop**

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| Focus | Activities | Key messages | Timing | Resources |
| Welcome and introduction | **Intro to safety tools**   * Tissues * X Card | This can be a difficult topic, so use safety tools if needed. No stories to leave the room – share what you learn, not what you hear. | 10 mins | Tissues, X Cards  Slide: Your emotional safety is important! |
| **Acknowledgement of Country** |  | Slide: Acknowledgement of Country |
| **Why we’re here**   * Temp check: who in the room feels this way * Summary of what we’ll be doing | You’re not alone. Make sure participants are in the right place and are ready to get into the content. | Slide: What we’ll go through today |
| What is impostor syndrome? | **Definition**   * Research is fragmented * Think-pair-share to reach definition for the workshop * State and trait impostor syndrome | Find a definition that works for the purposes of the workshop participants. Research has not been of good quality, but there’s an interesting discussion to be had about state and trait impostor syndrome. | 10 mins | Slides: What does impostor syndrome mean to you?, A formal definition of impostor syndrome |
| When and why does impostor syndrome happen? | **When and why it happens**   * Post-it grouping of specific occasions where participants have experienced impostor syndrome * Discussion of individual and structural factors | To manage it, we need to know when and why it happens. Both individual and structural factors can contribute to experiences of impostor syndrome. | 20 mins | Post-it notes  Slides: When and why does impostor syndrome happen?, Factors leading to impostor syndrome |
| Break | Short break for people to catch their breath |  | 5 mins | Slides: Break time |
| How does impostor syndrome affect us and others? | **Effects of impostor syndrome**   * Break participants into groups and have half brainstorm effects on us, half on others, then discuss as a whole group after * Effects on us and others can be similar. | Impostor syndrome negatively affects both you and others. | 15 mins | Butcher’s paper, pens or markers  Slides: How does impostor syndrome affect us and others?, Effects of impostor syndrome |
| How can we manage impostor syndrome? | **Management strategies**   * Plenary – what strategies people have heard, what’s worked for them, what hasn’t * Strategies for prevention * Single post-it note of what strategy they would like to try next time they feel impostor syndrome | There are ways to manage impostor syndrome and possibly even nip it in the bud – there is hope. | 20 mins | Post-it notes  Slides: How can we manage impostor syndrome? |
| Conclusion | **Wrap-up**   * Summary of learnings * How do people feel? * Feedback survey | Reflect on what has been learned. Did the participants get what they wanted out of it? What can I do to improve for next time? | 10 mins | Survey (QR code link on slide)  Slide: In conclusion…, Thank you! |