THAT
CONFERENCE

THAT CONFERENCE

THANK YOU, THAT CONFERENCE SPONSORS!

Microsoft

nexosis®

CUNA MUTUAL GROUP

SKYLINE
see beyond your it

Northwestern Mutual®

ZYMO INTERACTIVE

GrapeCity®

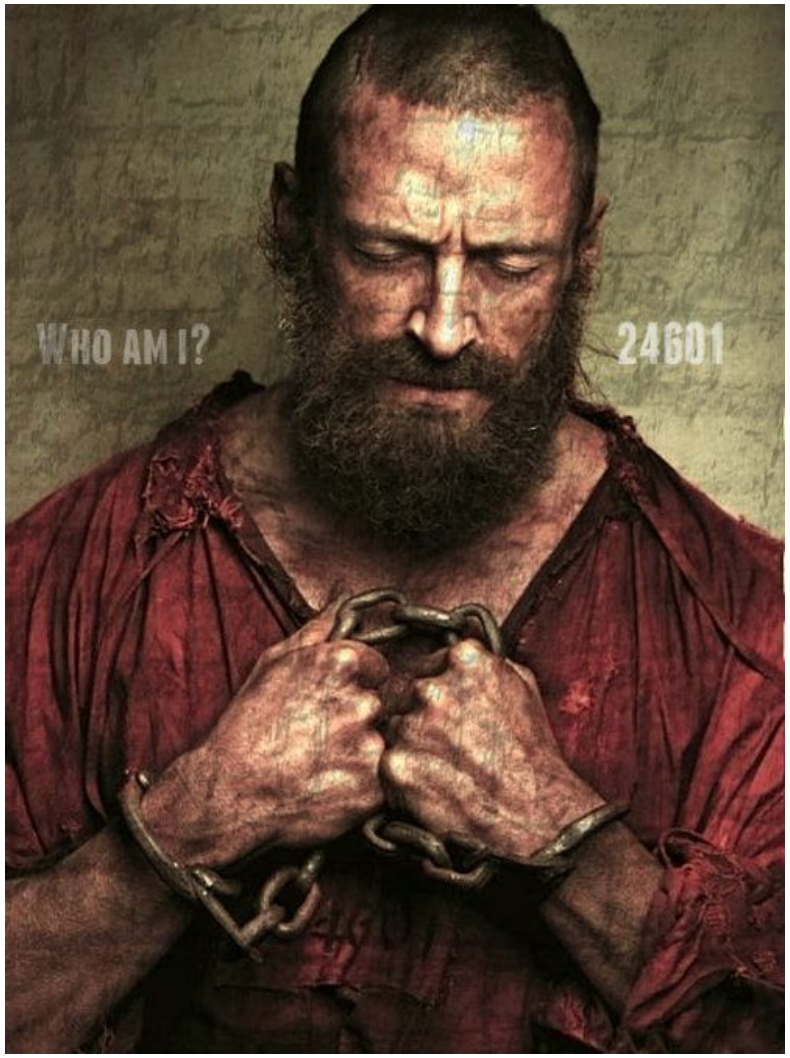
twilio

IMPOSTOR SYNDROME

I HAVE NO
IDEA WHAT
I'M DOING

Or…….

How I stopped worrying and learned to advocate for others


WHO AM I?
24601

Hello!

I am Ross Larson

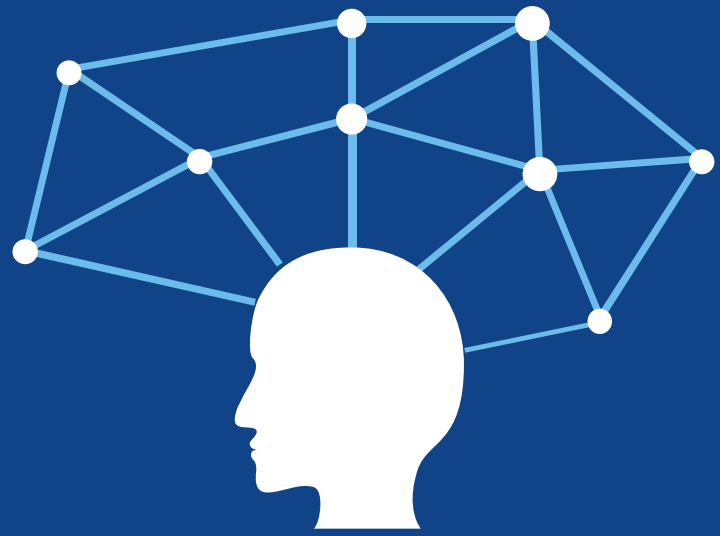
I’m a Software Developer at WTS Paradigm.

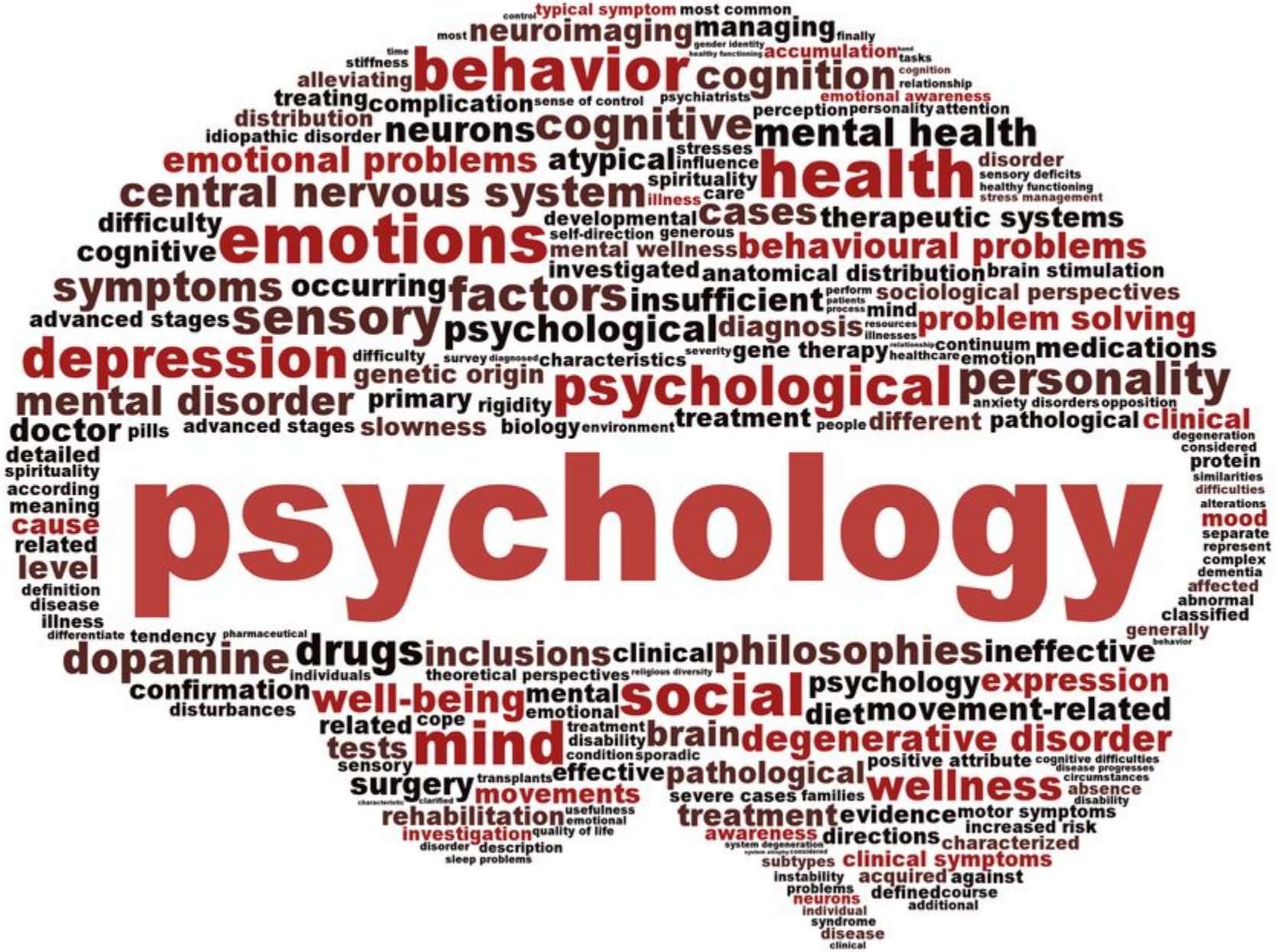
Here’s my story.

@rosslarsonWI

Impostor Syndrome

in Psychology




psychology
behavior
neuroimaging
managing
cognition
accumulation
alleviating
treating
complication
distribution
idiopathic disorder
neurons
cognitive
mental health
emotional problems
atypical
health
central nervous system
emotions
cases
therapeutic systems
difficulty
cognitive
developmental
self-direction
generous
mental wellness
behavioural problems
investigated
anatomical distribution
brain stimulation
symptoms
occurring
factors
insufficient
sociological perspectives
advanced stages
sensory
psychological
diagnosis
problem solving
depression
difficulty
survey
characteristics
gene therapy
medications
genetic origin
psychological
personality
mental disorder
primary
rigidity
anxiety disorders
opposition
doctor
pills
advanced stages
slowness
biology
environment
treatment
people
different
pathological
clinical
detailed
spirituality
according
meaning
cause
related
level
definition
disease
illness
differentiate
tendency
pharmaceutical
dopamine
drugs
inclusions
clinical
philosophies
ineffective
individuals
theoretical perspectives
religious diversity
confirmation
disturbances
well-being
mental
emotional
social
psychology
expression
related
cope
diet
movement-related
tests
mind
brain
degenerative disorder
treatment
disability
condition
sporadic
sensory
surgery
transplants
effective
pathological
positive attribute
cognitive difficulties
disease progresses
circumstances
wellness
absence
disability
movements
severe cases
families
rehabilitation
usefulness
emotional
quality of life
investigation
disorder
description
sleep problems
treatment
evidence
motor symptoms
increased risk
awareness
directions
characterized
system degeneration
subtypes
clinical symptoms
instability
acquired
against
problems
neurons
individual
syndrome
disease
clinical
defined
course
additional
typical symptom
most common
most
stiffness
time
gender identity
healthy functioning
tasks
cognition
relationship
psychiatrists
emotional awareness
perception
personality
attention
stresses
influence
spirituality
illness
care
disorder
sensory deficits
healthy functioning
stress management
severity
gene therapy
healthcare
continuum
emotion
perform
patients
process
mind
resources
illnesses
relationship
degeneration
considered
protein
similarities
difficulties
alterations
mood
separate
represent
complex
dementia
affected
abnormal
classified
generally
behavior

Clinical Significance

Pills vs. Skills

Comorbidity

Stigma of Mental Health

Self-Care
(isn’t selfish)

Cognitive Bias

GET ON WITH IT!!!

Dunning - Kruger Effect

Impostor Phenomenon

1978 -
Pauline Rose Clance, PhD
Suzanne Imes, PhD

Clance Impostor Phenomenon Scale (CIPS)

Phenomenon

vs.

Syndrome

vs.

Disorder

vs.

Experience

Clance IP Scale

For each question, please circle the number that best indicates how true the statement is of you. It is best to give the first response that enters your mind rather than dwelling on each statement and thinking about it over and over.

1. I have often succeeded on a test or task even though I was afraid that I would not do well before I undertook the task.

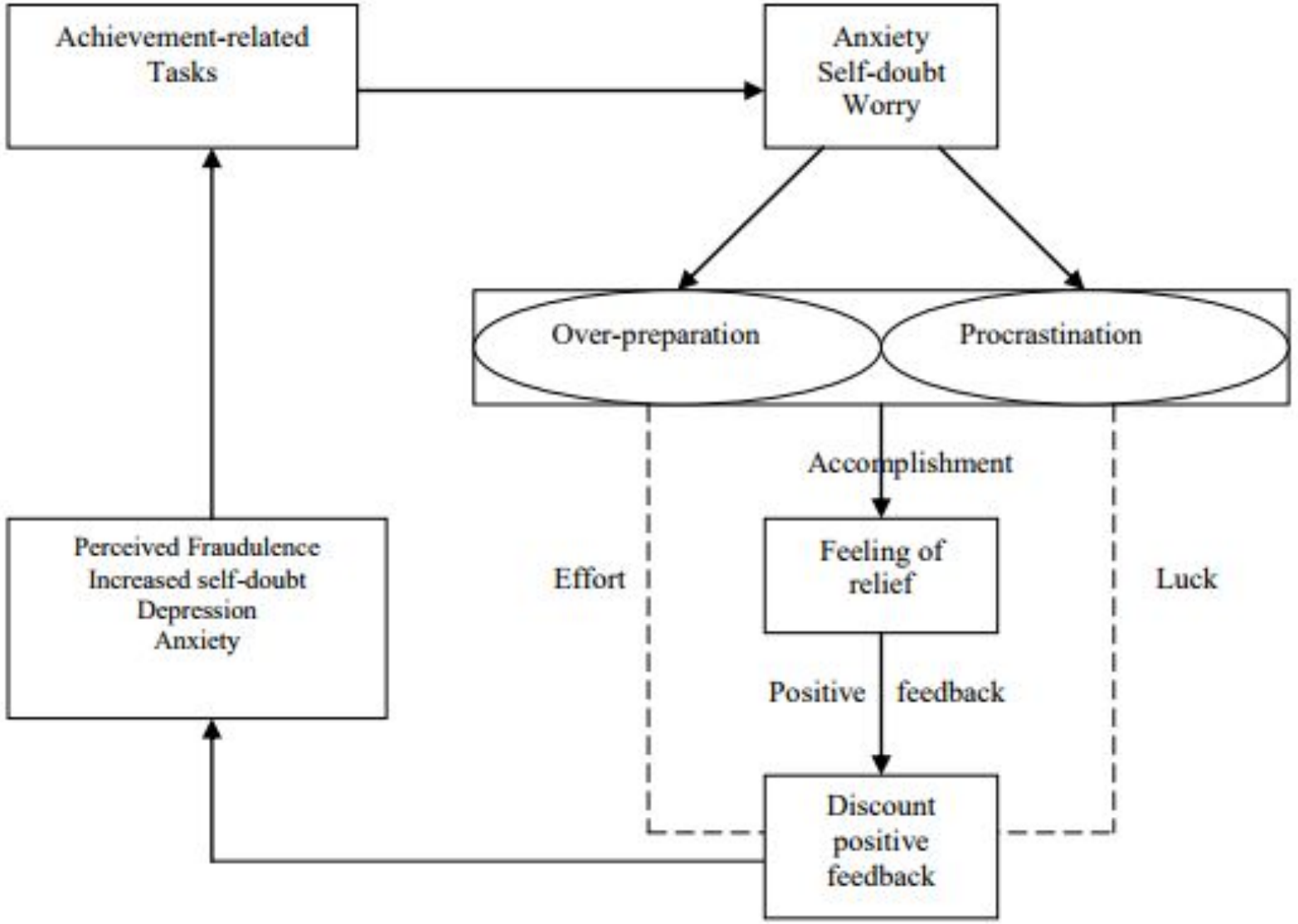
1	2	3	4	5
(not at all true)	(rarely)	(sometimes)	(often)	(very true)

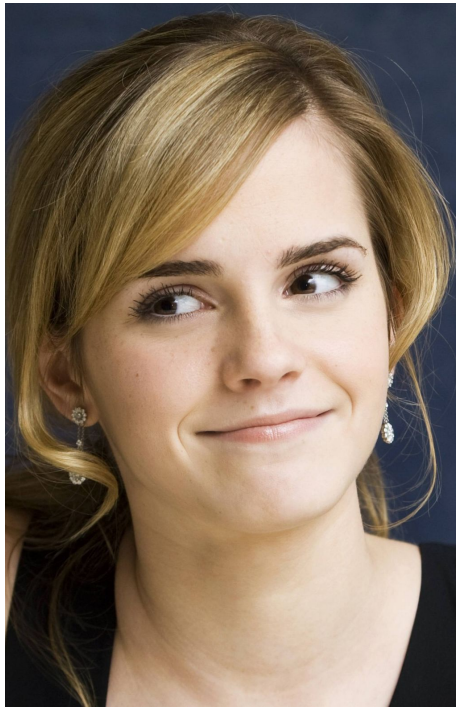
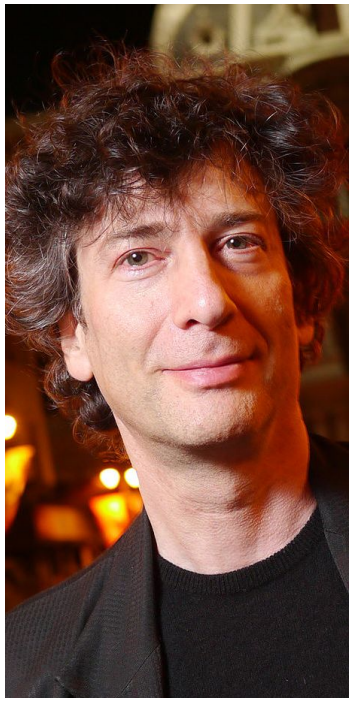
2. I can give the impression that I'm more competent than I really am.

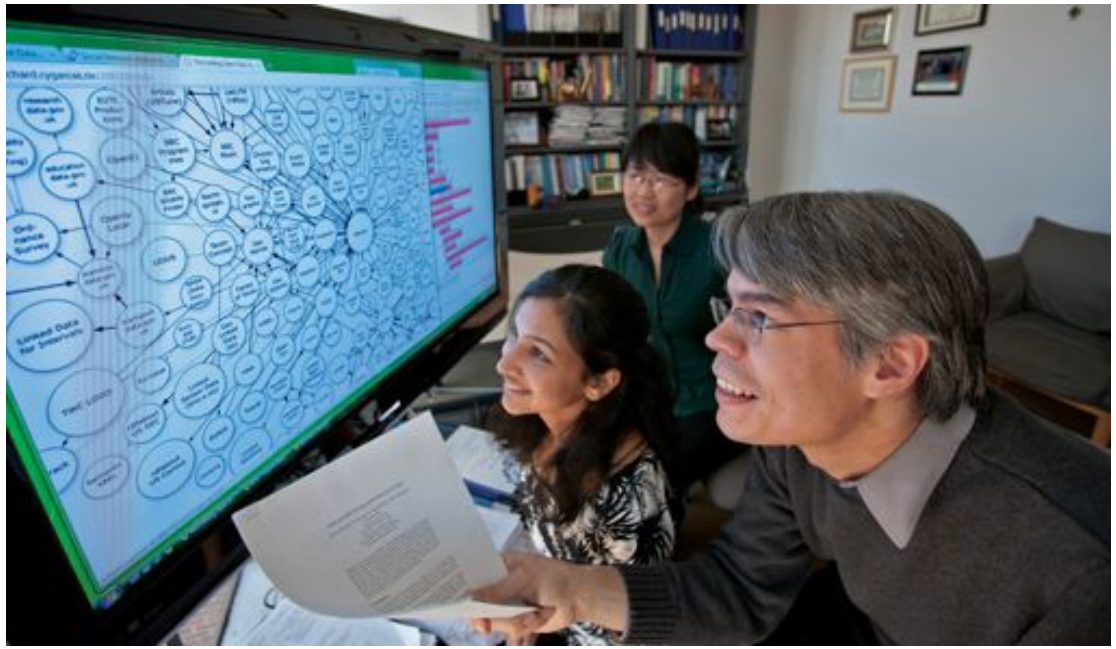
1	2	3	4	5
(not at all true)	(rarely)	(sometimes)	(often)	(very true)

3. I avoid evaluations if possible and have a dread of others evaluating me.

1	2	3	4	5
(not at all true)	(rarely)	(sometimes)	(often)	(very true)

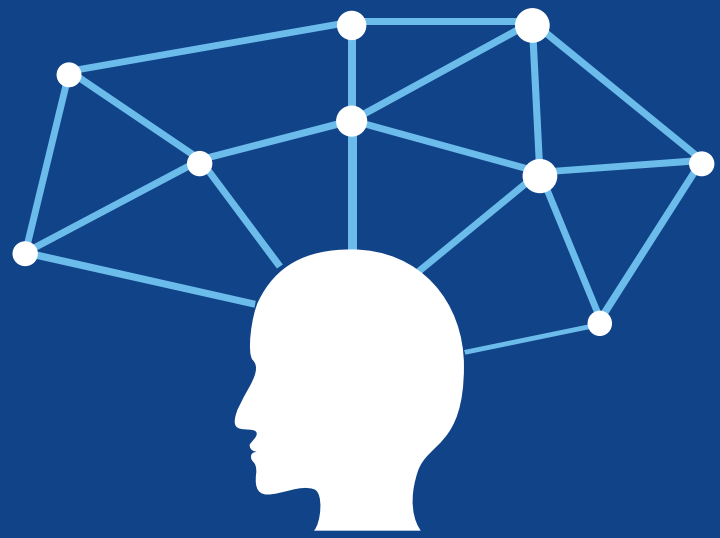

Achievement-related Tasks
Anxiety
Self-doubt
Worry
Over-preparation
Procrastination
Accomplishment
Perceived Fraudulence
Increased self-doubt
Depression
Anxiety
Effort
Feeling of relief
Luck
Positive feedback
Discount positive feedback



Impostor Syndrome

in Tech



“

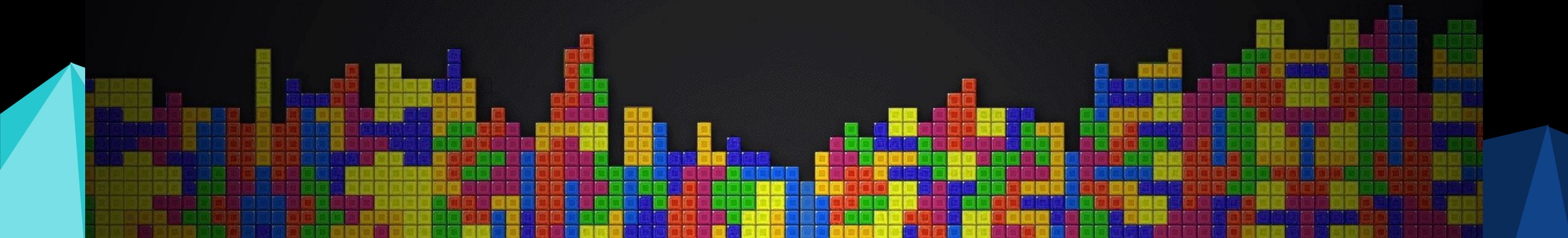
“To be an engineer you need:

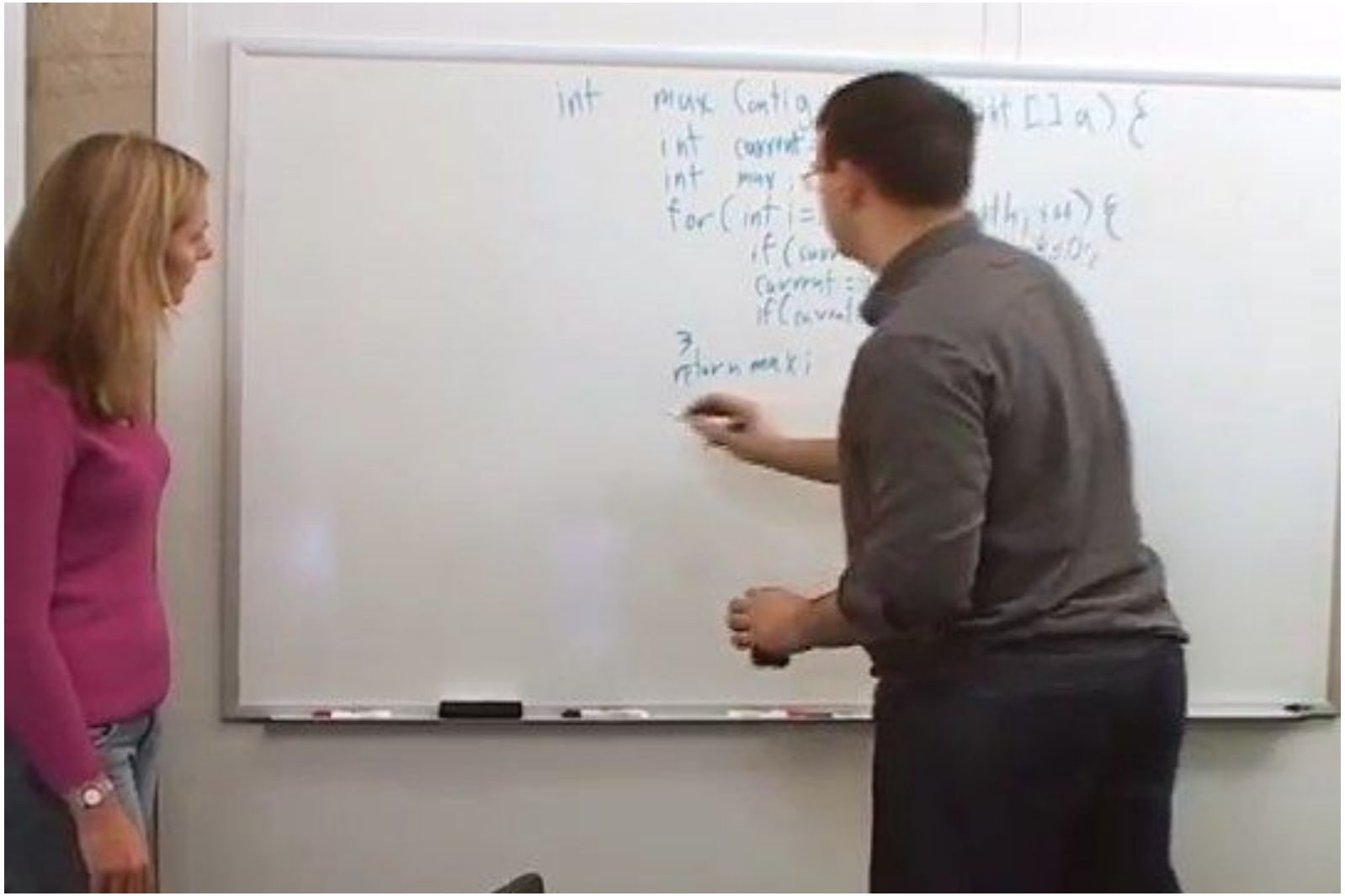
1) A willingness to feel totally lost
2) The confidence that you will eventually reach the solution”

@michellewetzler

Chief Data Scientist, @keen_io

"IF TETRIS HAS TAUGHT ME ANYTHING IT'S THAT ERRORS PILE UP AND ACCOMPLISHMENTS DISAPPEAR."




int
int
int
for(int
return max;

“I’m a 10X developer.
Everything I do takes ten
times as long as I thought.”
@discostu105

HOW TO:
DRAW A HORSE

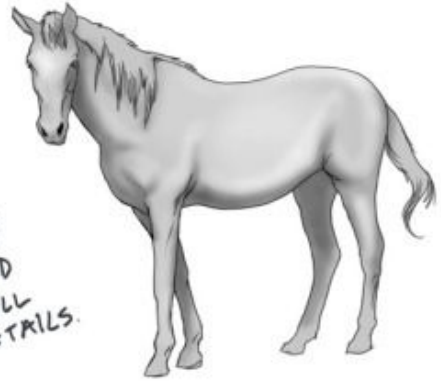
BY VAN OKTOP

(1) DRAW 2 CIRCLES

(2) DRAW THE LEGS

(3) DRAW THE FACE

(4) DRAW THE HAIR



(5) ADD SMALL DETAILS.

“We are all apprentices in a craft where no one ever becomes a master.”
Ernest Hemingway

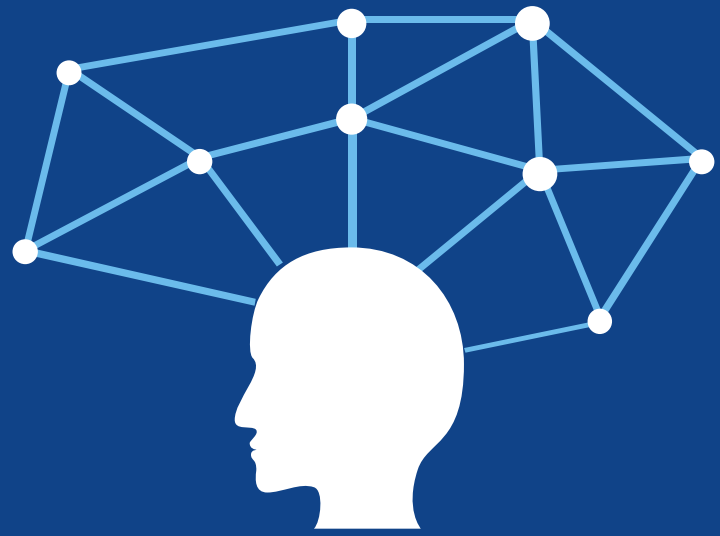
lucybellwood.com

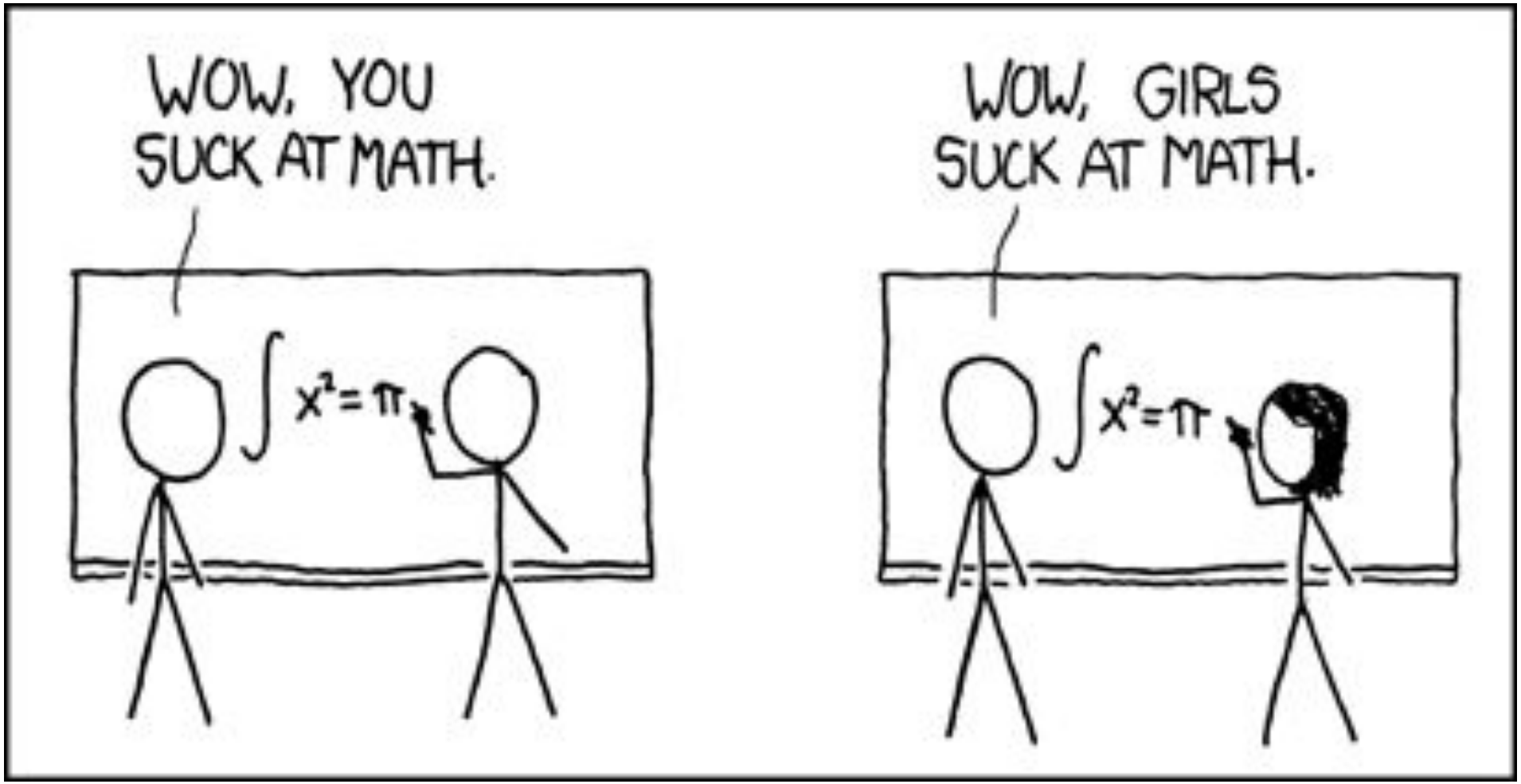
NOBODY'S GOING TO HELP.
WE'RE PART OF A COMMUNITY, AND COMMUNITIES HELP EACH OTHER.
53

Confidence != Competence

Comparing experiences

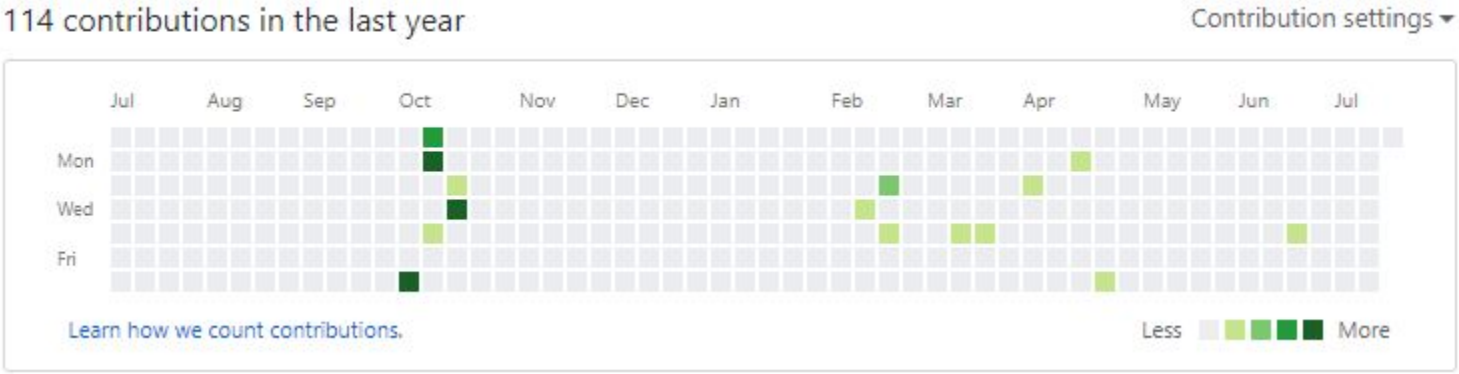
to others in Tech





xkcd.com/385/

1000 Papercuts


114 contributions in the last year
Contribution settings
Jul
Aug
Sep
Oct
Nov
Dec
Jan
Feb
Mar
Apr
May
Jun
Jul
Mon
Wed
Fri
Learn how we count contributions.
Less
More

Hey! Michelle. Nice profile you got on GitHub.

Inbox x

David Cooper <davidcooperceo13 11:32 AM (0 minutes ago)

to me

Hey! Michelle. Nice profile you got on GitHub. I would like us to be friends if that's fine.I'm [redacted]. from [redacted]. I have Grey Hair, hazel eyes. 6'1 tall. Just a brief notice about me. I have gone through your photo, i must confess you are such a beautiful woman, and i would like us to know each other well since i got to have your email address, Hope you don't mind?

@ChloeCondon

hooli

pied
piper

AVIATO
SILICON VALLEY

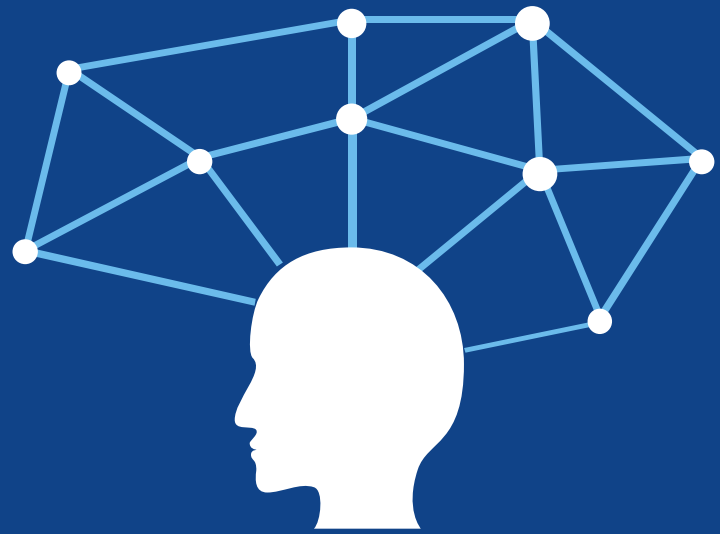
Are you a recruiter?

Are you new to this?

“

“I didn’t realize how draining code switching was until I was in a room of devs who looked like me for the 1st time, and I could finally breathe.”
@saronyitbarek

Resources And Tips



Ross, Son of Lars

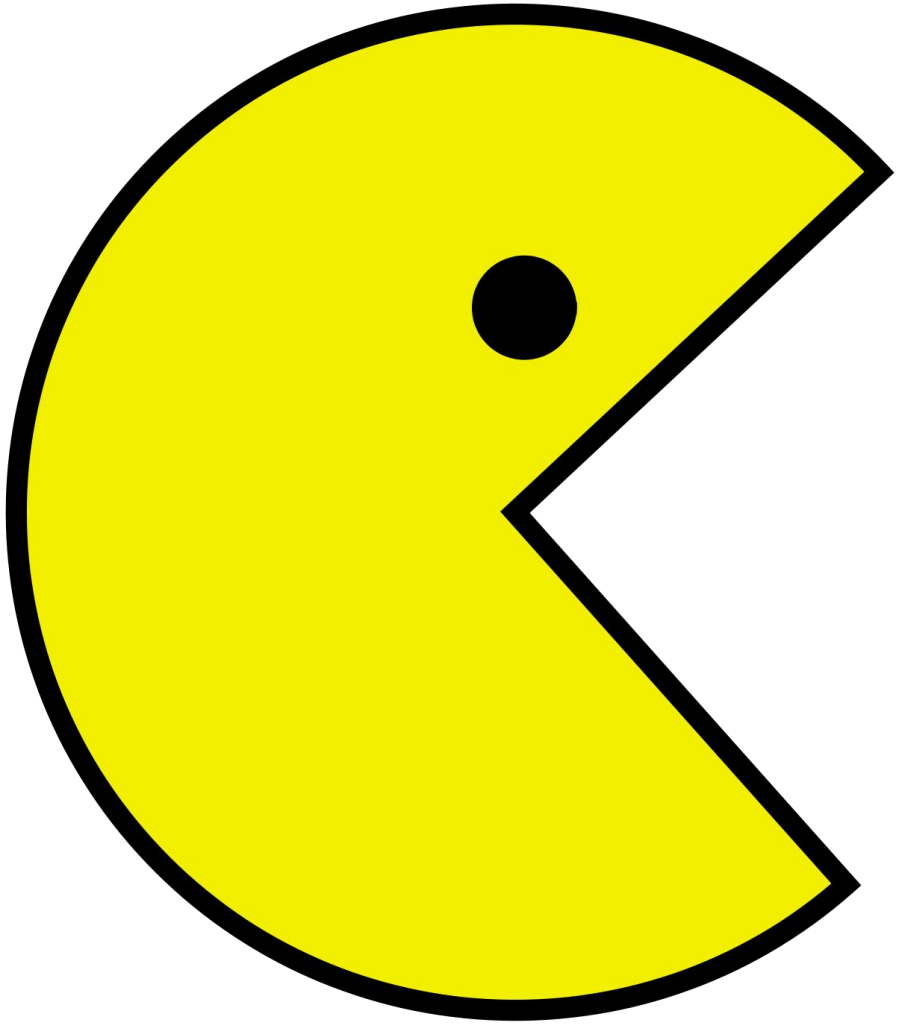
I'm a Linux geek. Creator of Leagify. Lover of retro games and code.

Jul 28 · 3 min read

Resources for Impostor Syndrome, Empathy, and Advoacy

You are here
for a reason.

Code of
Conduct



“Diversity is being invited to the party;
Inclusion is being asked to dance”
- Verna Myers

check who's dominating the conversation

arementalkingtoomuch.com

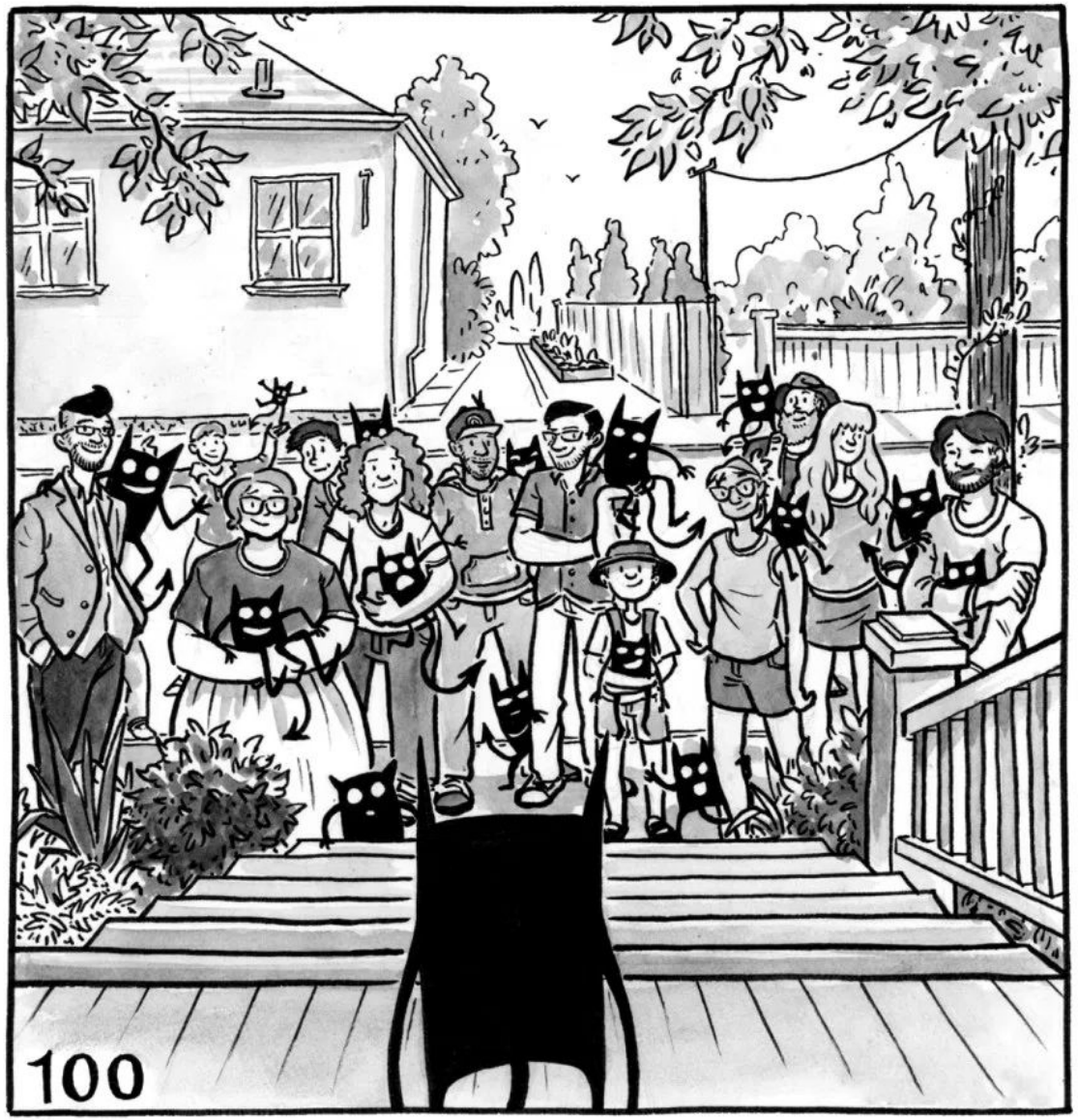
Project Implicit®

CODE

DEBUGGING THE GENDER GAP

USA
MENTAL HEALTH FIRST AID

100 DEMON DIALOGUES


100

Thanks!

Any questions?

You can find me on Twitter at: @rosslarsonWI
about.me/rosslarson

THAT
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SEE YOU NEXT YEAR!
AUGUST 6 - 8, 2018