

LEADERSHIP RELOADED: TACKLING IMPOSTER SYNDROME



Today's Panelists



Joint Panelist Non-Conflict Statement

No Conflicts to Report.

Disclaimers.

- The views expressed in these slides and the today's discussion are ours
- Our views may not be the same as the views of our employer, or colleagues... or each other
- Participants must use discretion when using the information contained in this presentation



Twitter rules for real time interaction

Direct Message: @DrMattKutz

OBJECTIVES

1. Describe how imposter syndrome hinders of leadership development and clinical confidence.
2. Implement strategies that help identify and overcome the negative impact of imposter syndrome.
3. Learn how leadership experiences can be used as a catalyst to conquer imposter syndrome and improve clinical practice.

What is imposter syndrome?



I was lucky...

I don't deserve this success...

I made it up as I went...

I had a lot of help...

they're just being nice...

I had good connections...

If I can do it, anyone can...

I'm faking it...

Imposter syndrome is a term that refers to people, even those with substantial evidence of success, who doubt their abilities and have a persistent fear of being exposed as a fraud.

(Mullangi & Jagsi, 2019)

Signs of Imposter Syndrome



Afraid of being
outed as a fraud



Overpreparing



Feeling unworthy
of success



Dismissing
positive feedback



Distrusting
of others



Blaming
accomplishments
on luck



verywell

Source: <https://www.verywellhealth.com/imposter-syndrome-5089237> (By Theresa Chiechi)

Imposter Syndrome in College Students

The competitive nature of higher-education is a breeding ground for imposter syndrome. 1 in 5 students will experience imposter syndrome while in college.

(Harrison, 2022)

5 Imposter Syndrome Masks (Young, 2011; Edwards, 2020):



The Perfectionist
The Natural Genius
The Expert
The Soloist
Superwoman/Superman

5 Imposter Syndrome Masks (Young, 2011; Edwards, 2020)

The Perfectionist

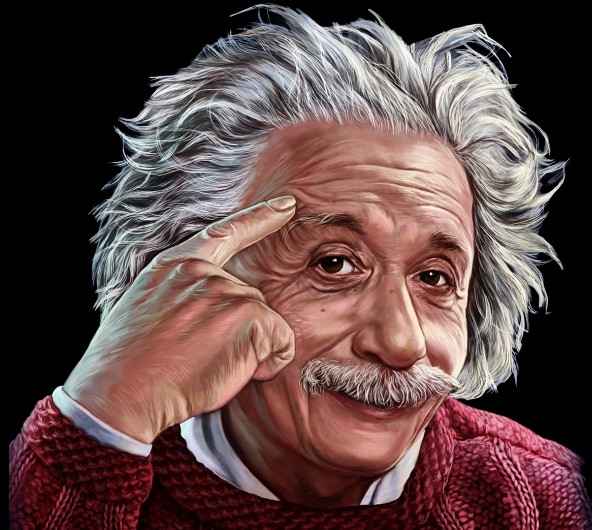
Belief that perfection is the reason for success. Those who align with this belief fear they are inadequate when they fail to reach their “idea” of perfection when completing tasks or activities.



5 Imposter Syndrome Masks (Young, 2011: Edwards, 2020)

The Natural Genius

Belief that I must be a “pro” in everything I do the first time around... if not the individual feels incompetent.



5 Imposter Syndrome Masks (Young, 2011; Edwards, 2020)

The Expert

Belief that knowledge is vital to the success. Those with this kind of imposter syndrome believe they must be knowledgeable about anything and everything they encounter. If they do not know something, they will feel inadequate.



5 Imposter Syndrome Masks (Young, 2011; Edwards, 2020)

The Soloist

Belief in the value of independence. Individuals must do everything on their own, avoid group projects, and view assistance or asking for help as a form of inadequacy and incompetency.



5 Imposter Syndrome Masks (Young, 2011; Edwards, 2020)

Superwoman/Superman

Belief that I must do it myself without help. These individuals “bite off more than they can chew.” Takes on multiple tasks and responsibilities to feel successful and accomplished. They may neglect their own needs and wishes and overwork themselves.



Panel Topic 1

What is your Imposter Syndrome Story?



Any Follow up Questions?

OR

Tweet follow-up Questions
to @DrMattKutz



7-minute Small Group Breakout

In your groups discuss...

Do you deal with
imposter syndrome,
how so?

Panel Topic 2

What does(did) trigger your imposter syndrome?



Any Follow up Questions?

OR

Tweet follow-up Questions
to @DrMattKutz



7-minute Small Group Breakout

In your groups discuss...

In what way(s) do you feel
that imposter syndrome
hinders your career?

(How might that impact AT)

Rapid Fire #1

(90 sec. or less)

Offer one piece of to veterans... and one piece of advice to novices (or students) on working through imposter syndrome.



Rapid Fire #2

(90 sec. or less)

What leadership skills can help mitigate imposter syndrome?



Real Time Insights

(final comments/thoughts on what we heard today)

1



2



3



4





Q & A

Live or Tweet

Tweet to @DrMattKutz