

THE IMPOSTER SYNDROME

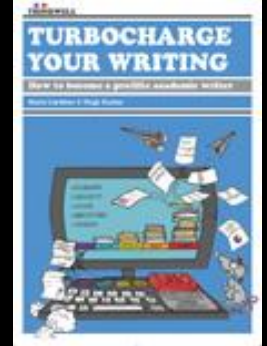
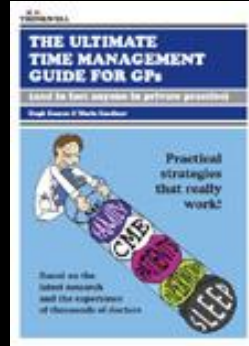
Who am I?

- Flinders University, Adelaide
- Lecture and research
- Self-management
- Psychology



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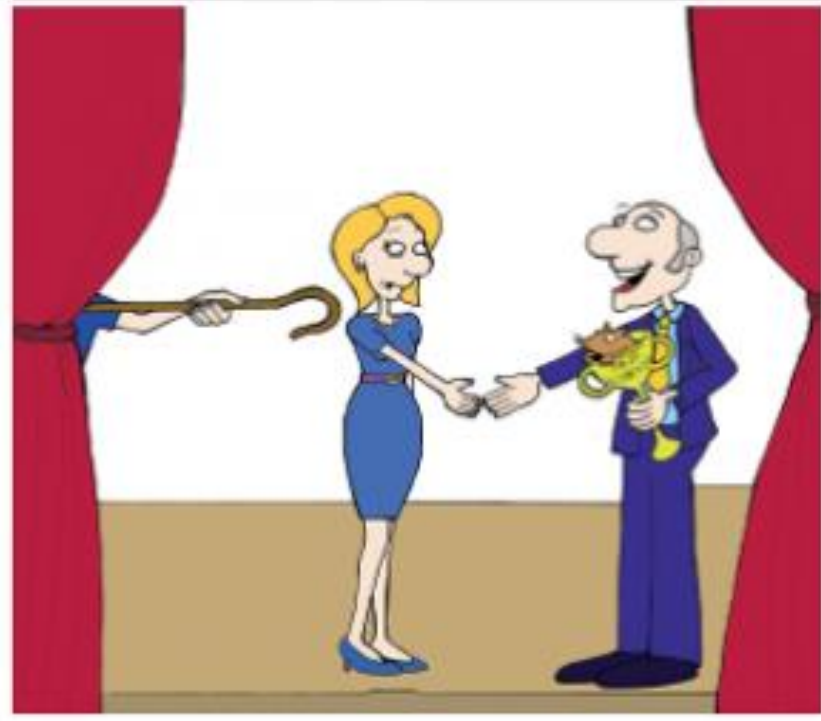
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THE IMPOSTER SYNDROME

Why successful people often feel like frauds

Hugh Kearns

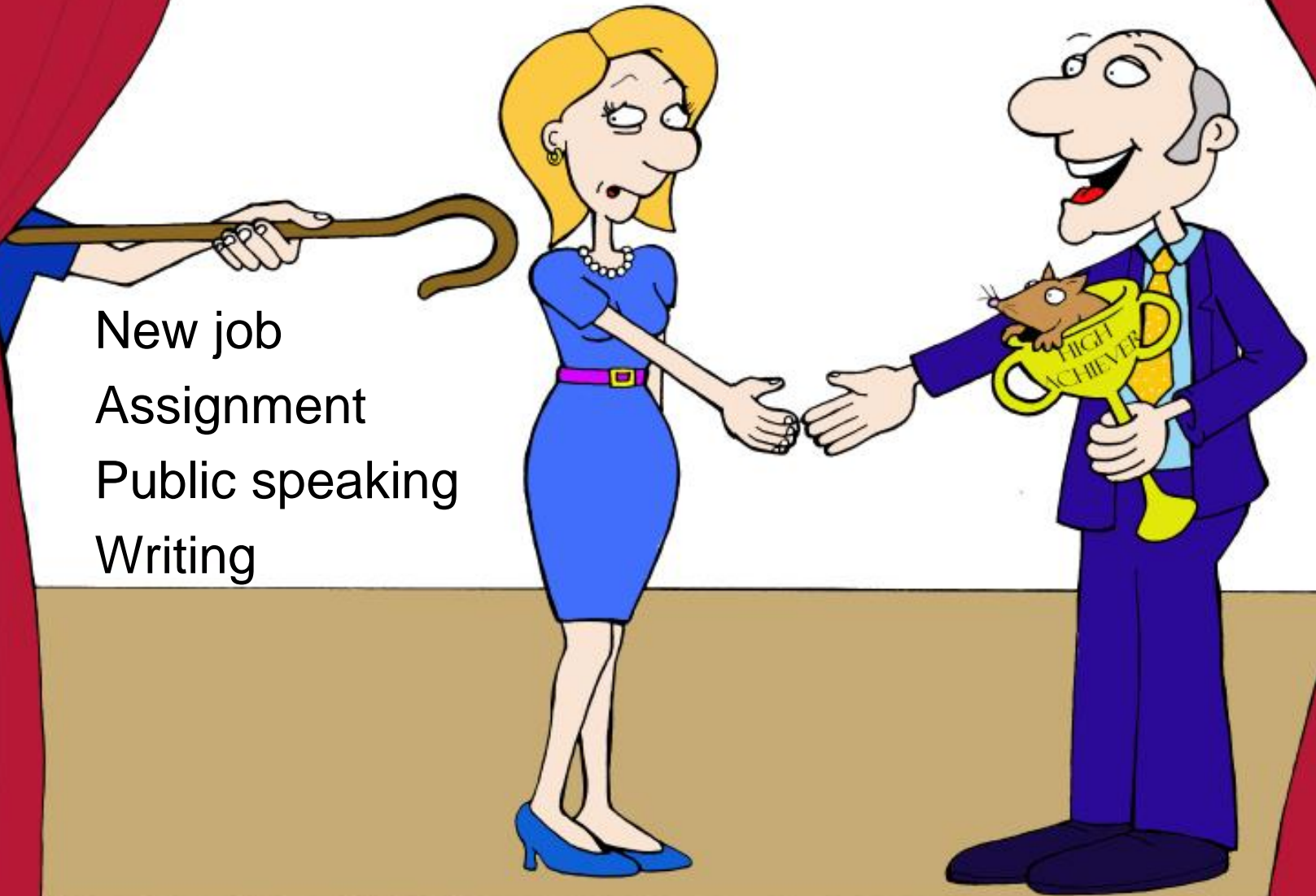


Ben Bulbin, County Sligo, Ireland



That Nagging Feeling

New job
Assignment
Public speaking
Writing



A feeling that you will be exposed
That they will find out what you are really like



People who claim expertise that
they do not have



Psychotherapy Theory, Research and Practice.
Volume 15, #3, Fall 1978

The Imposter Phenomenon in High Achieving Women:
Dynamics and Therapeutic Intervention

Pauline Rose Clance & Suzanne Imes

Georgia State University
University Plaza
Atlanta, Georgia 30303

Abstract: The term imposter phenomenon is used to designate an internal experience of intellectual phonies, which appears to be particularly prevalent and intense among a select

THE
**IMPOSTOR
PHENOMENON**

Overcoming The Fear That
Haunts Your Success



Dr. Pauline Rose Clance



You occasionally feel like a fraud
even though there is evidence
that you are not.

70%

occasional feelings

30%

consistent feelings

The thoughts, feelings and behaviours

that result from

the perception of having misrepresented
yourself despite objective evidence to the
contrary

The Imposter Syndrome

The thoughts, feelings and behaviours



I can't do this

I will be found out

Who am I to be doing this

I just got away with it this time

The next time they will find out

The Imposter Syndrome

The thoughts, feelings and behaviours



I feel like a fraud

Anxious

On edge

The Imposter Syndrome

The thoughts, feelings and behaviours

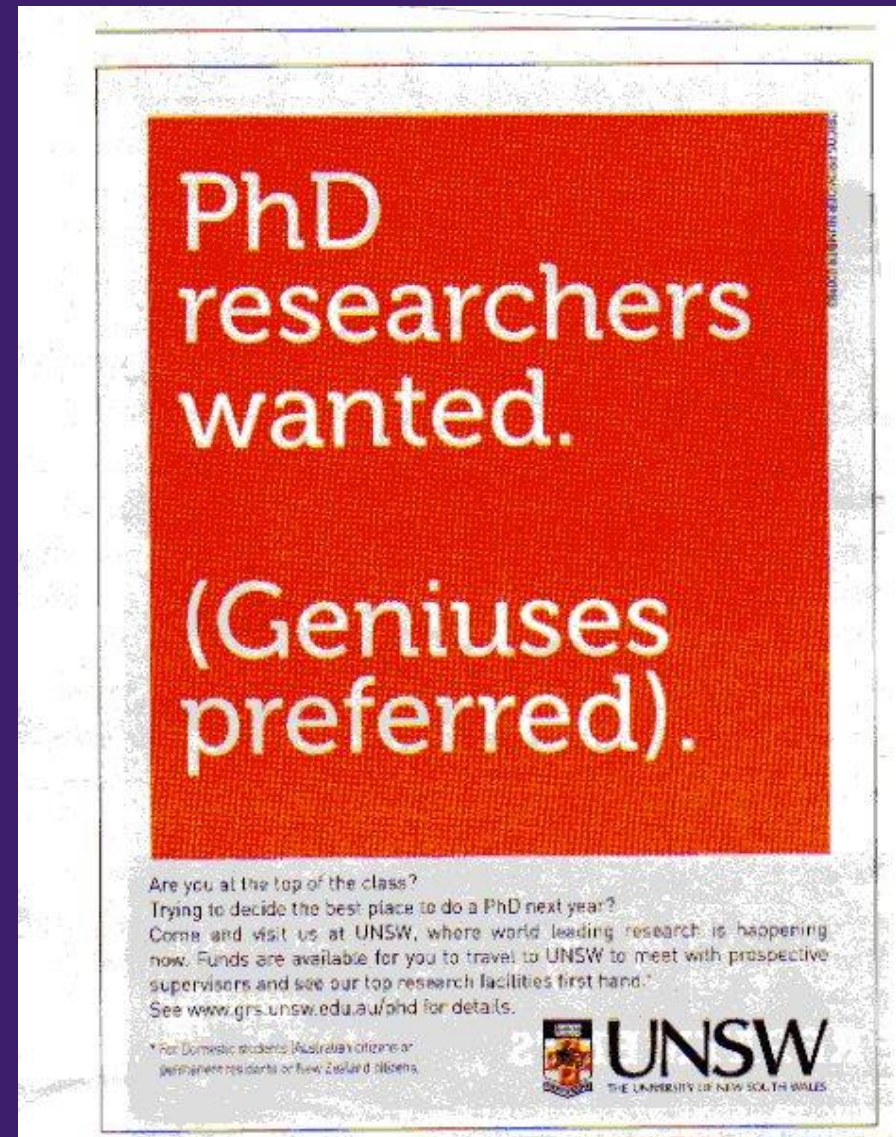


Over-working
Avoidance

The Imposter Syndrome

Particularly common
when we are being
evaluated:

- Sport
- Academia
- Promotion
- Transitions




PHD
researchers
wanted.

(Geniuses
preferred).

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Trying to decide the best place to do a PhD next year?
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now. Funds are available for you to travel to UNSW to meet with prospective
supervisors and see our top research facilities first hand.
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* For Domestic students (Australian citizens or
permanent residents of New Zealand, citizens

 **UNSW**
THE UNIVERSITY OF NEW SOUTH WALES

Some Examples

- Boxer
- The 11+
- Public speaking
- Research
- Parenting
- Harvard

Let's Try It!

The Imposter Syndrome

That feeling that you're just one step away from being found out as a complete fraud!



It's a secret
Impervious to evidence



Whhhhhhhhhhh

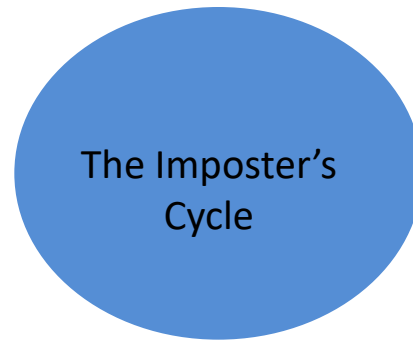
Success is attributed to:

- Luck
- Easy task
- Other people
- That was then
 - this is different
- Worked hard

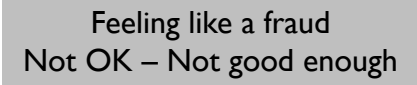
How people respond

Work hard

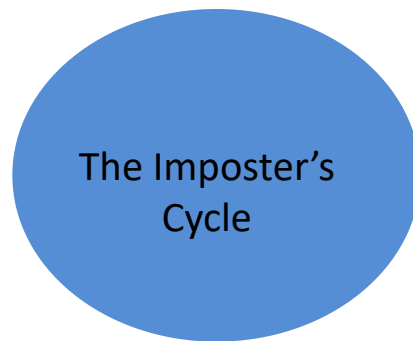
Avoid



The Imposter's
Cycle



Feeling like a fraud
Not OK – Not good enough



Feeling like a fraud
Not OK – Not good enough



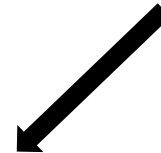
WHY?
Looking for a reason

The Imposter's Cycle

Feeling like a fraud
Not OK – Not good enough



WHY?
Looking for a reason



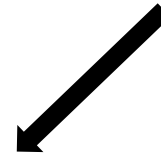
Create a reason
A target. If I had a certificate I'd
feel OK

The Imposter's Cycle

Feeling like a fraud
Not OK – Not good enough



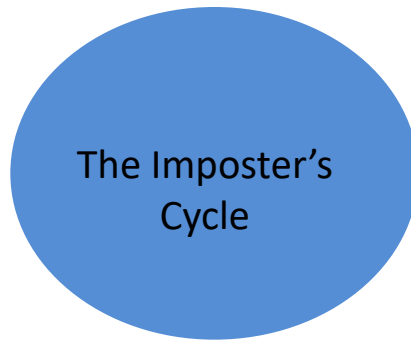
WHY?
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Create a reason
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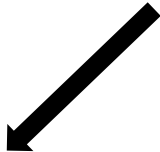
Work to achieve target



Feeling like a fraud
Not OK – Not good enough



WHY?
Looking for a reason



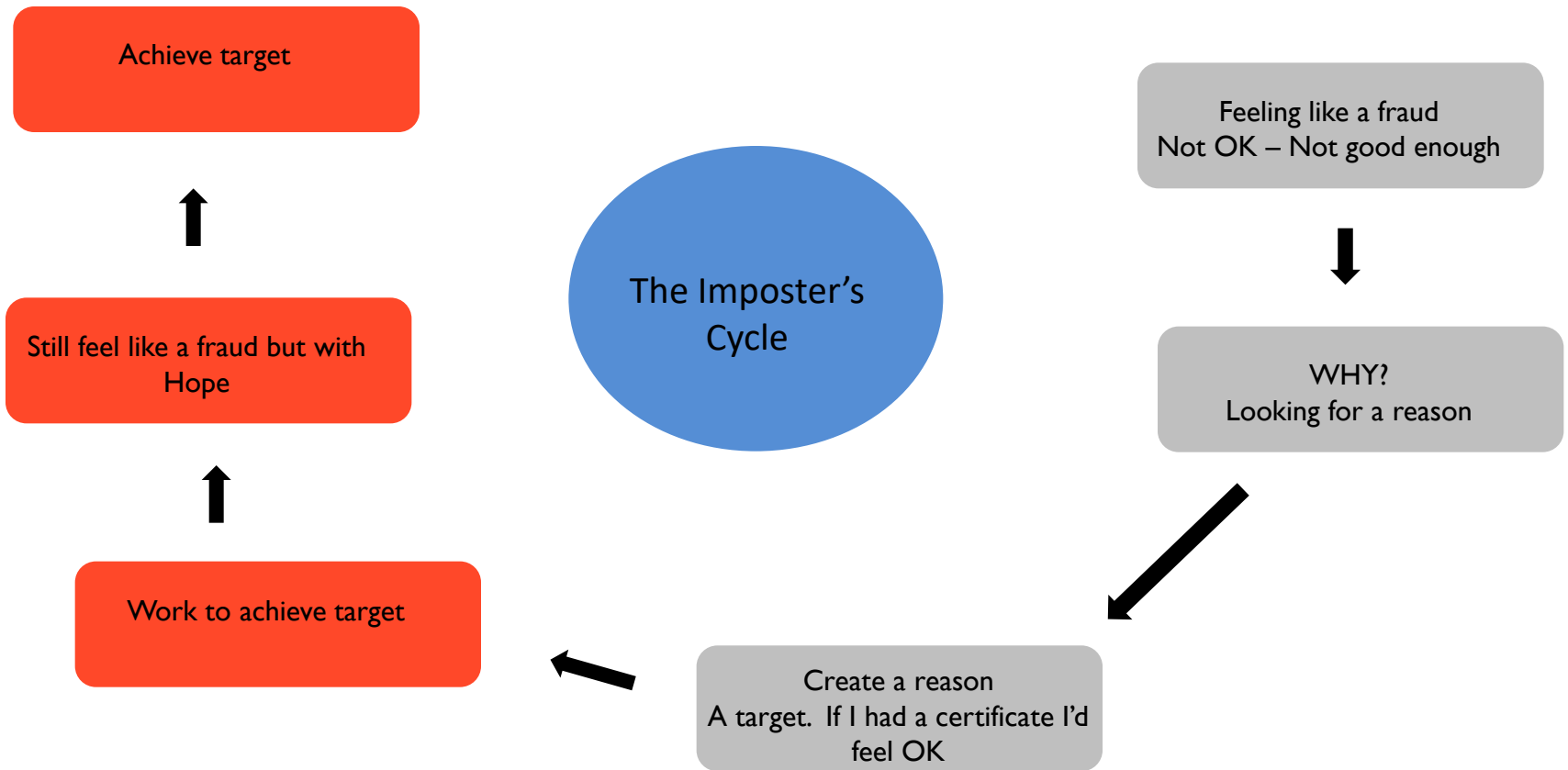
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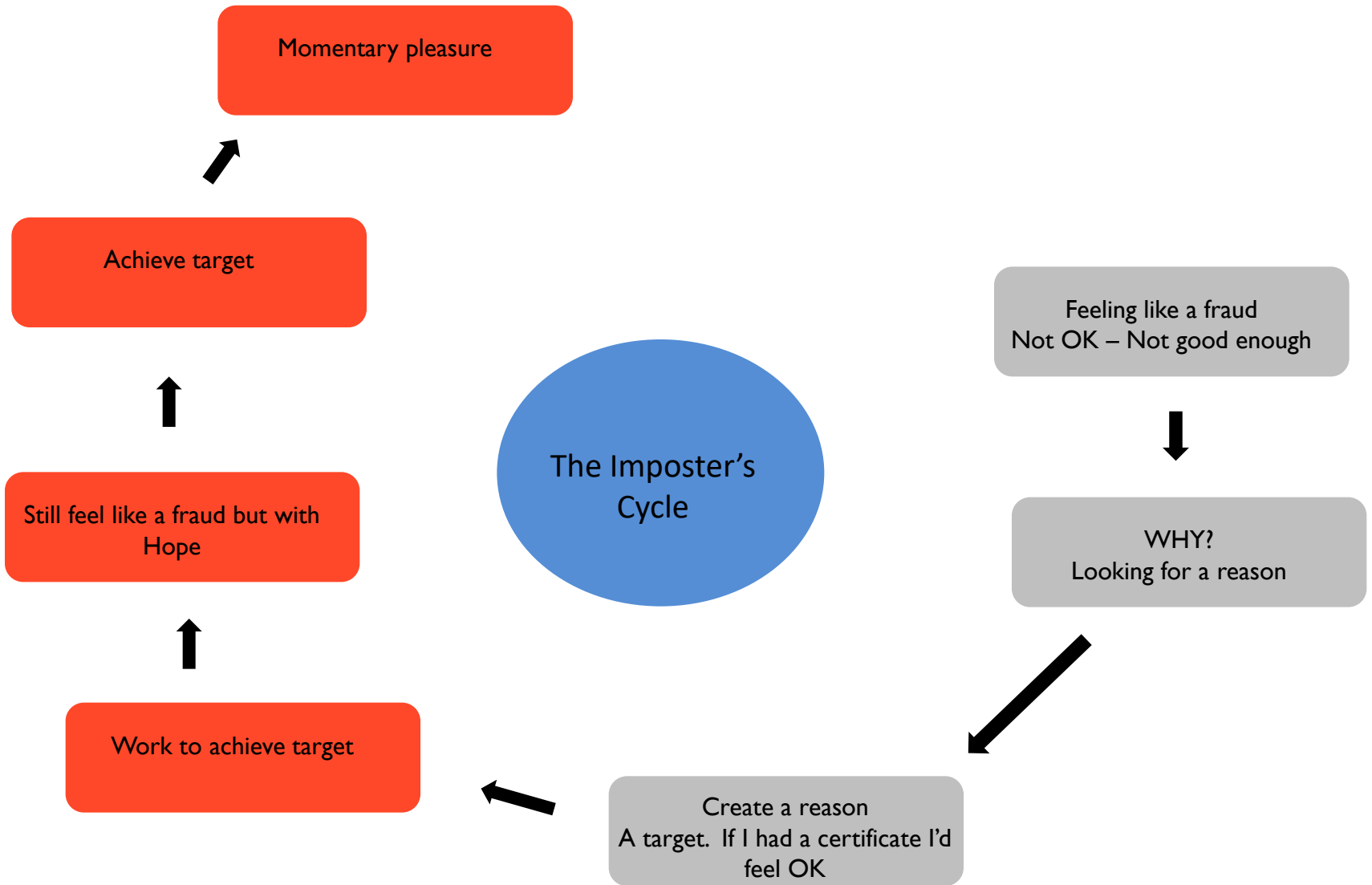


Still feel like a fraud but with
Hope



Work to achieve target





Momentary pleasure

Achieve target

Still feel like a fraud but with
Hope

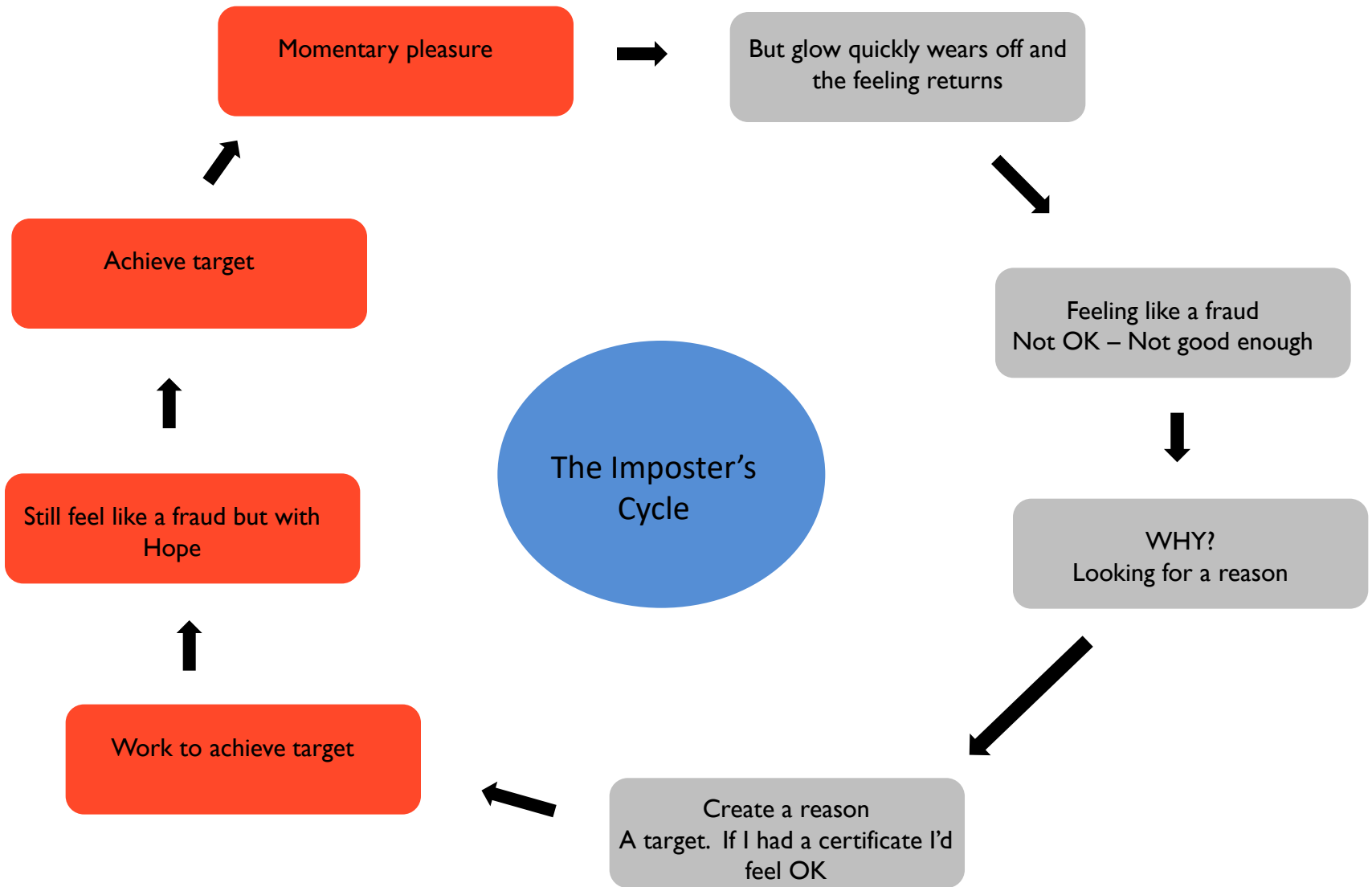
Work to achieve target

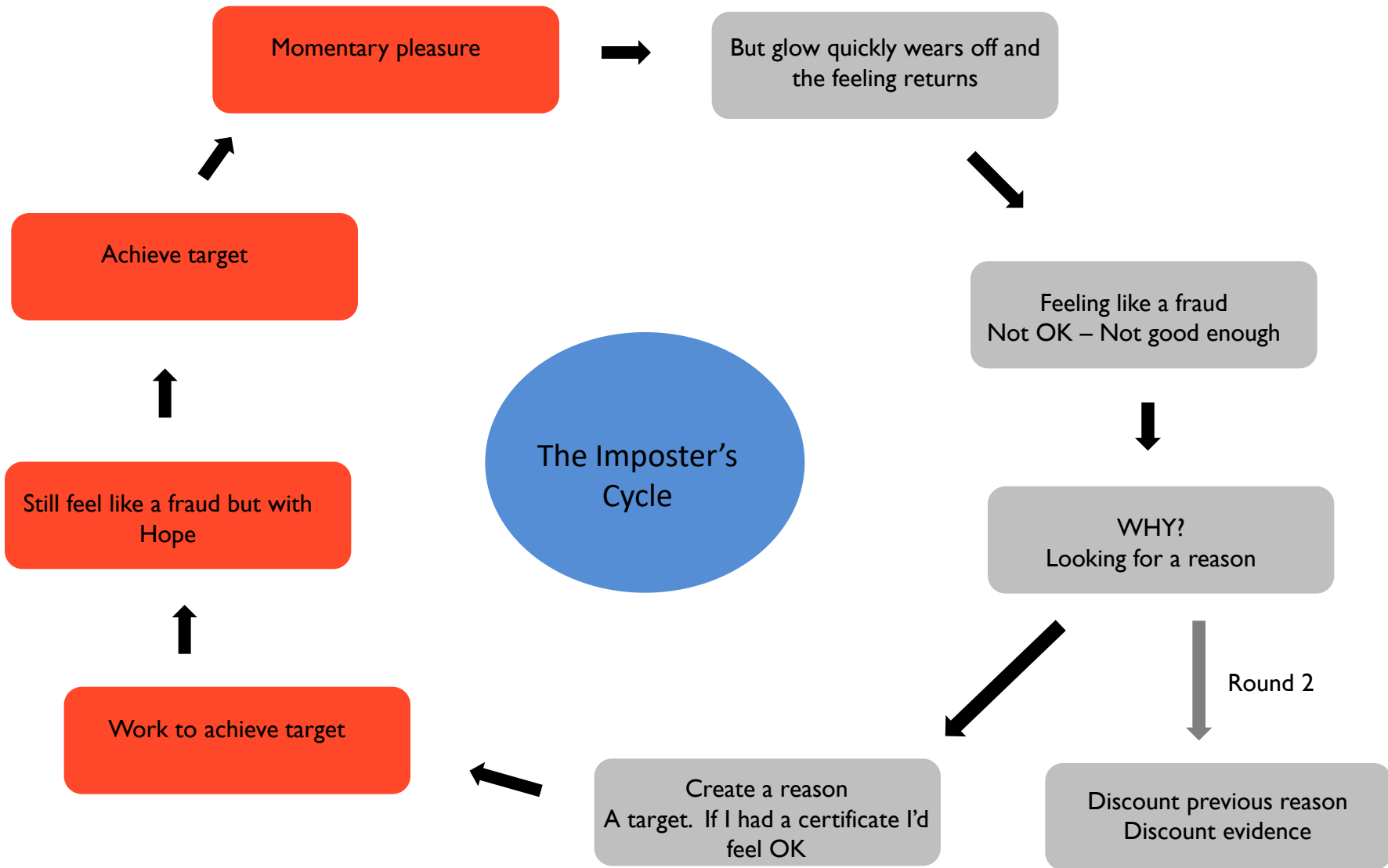
The Imposter's
Cycle

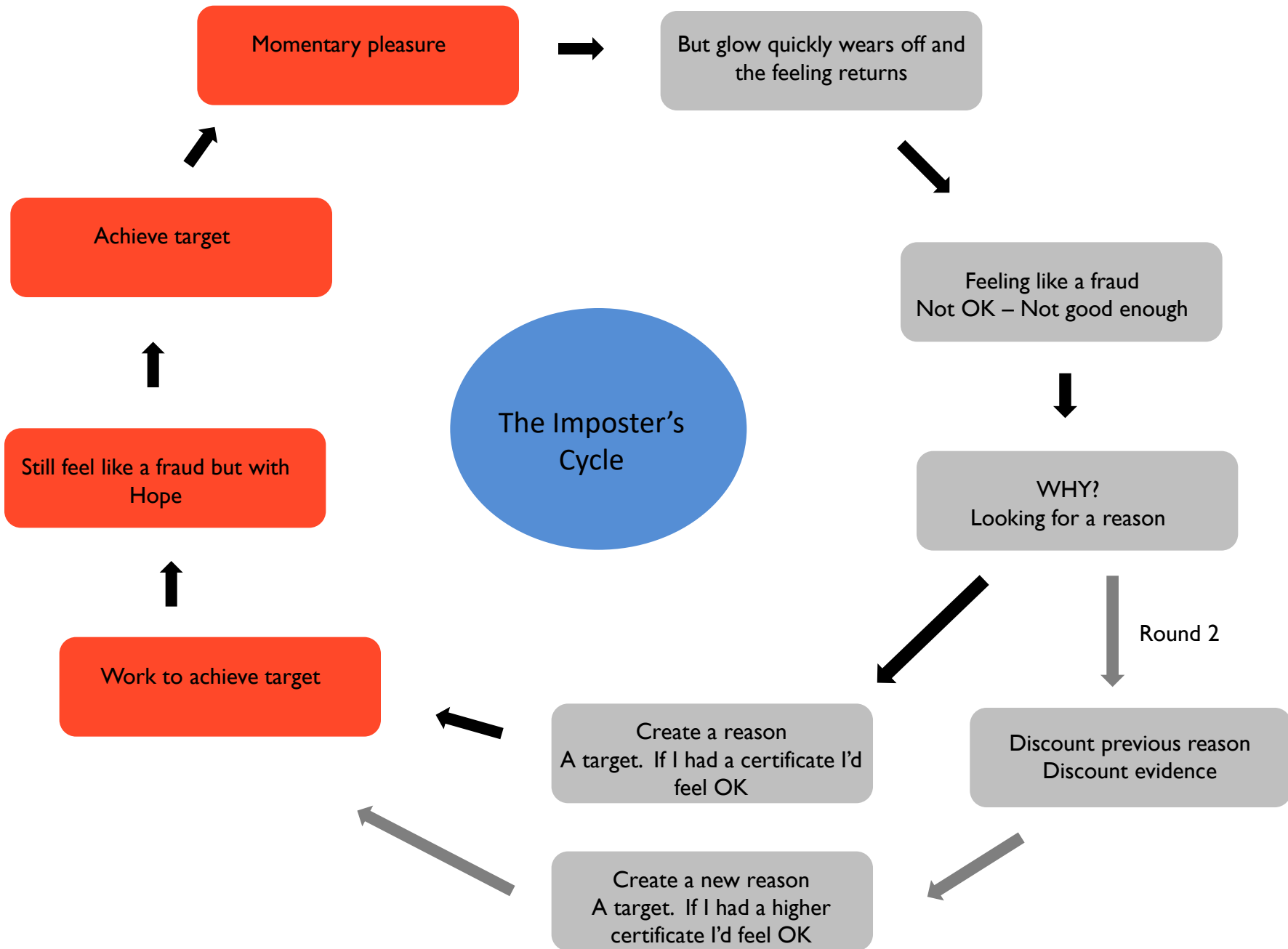
Create a reason
A target. If I had a certificate I'd
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Feeling like a fraud
Not OK – Not good enough

WHY?
Looking for a reason







How people respond

Work hard

Avoid

Self-sabotage

Hugh Kearns



Deschappelle's Coup

Mr Alexandre Deschappelles
Playing 'at odds'



World Championship Match, New York 1894



What Gets in the Way

- Patterns of behaviour
 - Procrastination
 - Overcommitting
 - Never saying No
 - Crises and emergencies
 - Getting distracted
 - Perfectionism
 - Avoidance
- What gets in your way?



What will they find out?

Situation:

You've been asked to give a talk about your work to a small group of people on Friday.

You've done some preparation but it's not finished yet. However you've just been told that you now have to give the presentation today. A group of senior people are here today and they will be attending.

Feelings:

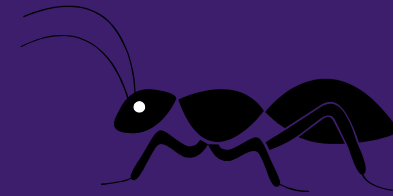
As you think about standing up in front of them how do you feel?

What will they find out?

Situation:	Making a presentation
Feelings:	Nervous, anxious, worried

ANTS

Automatic Negative Thoughts





Situation:	Making a presentation	
Feelings:	Anxious, worried	
<p style="text-align: center;">ANTs Automatic Negative Thoughts</p>		
I'll say something stupid		
They will ask really tricky questions.		
They'll think I don't know anything		
It's not fair. They shouldn't do this to me.		
This is terrible. It's a disaster.		

Situation:	Making a presentation	
Feelings:	Anxious, worried	
<p style="text-align: center;">ANTs Automatic Negative Thoughts</p>	<p style="text-align: center;">AND SO</p>	
I'll say something stupid	It's going to look like I'm stupid.	
They will ask really tricky questions.	I'll look like I don't know anything.	
They'll think I don't know anything	They'll think I can't do my job.	
It's not fair. They shouldn't do this to me.		
This is terrible. It's a disaster.	<p>Everyone will find out how stupid I am I'll never be asked again I'll lose my job</p> <p>I knew it – I'm a failure!</p>	

Situation:	Making a presentation	
Feelings:	Anxious, worried	
<p style="text-align: center;">ANTs Automatic Negative Thoughts</p>	<p style="text-align: center;">AND SO</p>	<p style="text-align: center;">MATHs More Accurate Thoughts</p>
I'll say something stupid	It's going to look like I'm stupid.	I don't usually say stupid things.
They will ask really tricky questions.	I'll look like I don't know anything.	I know my stuff pretty well. I don't have to know everything.
They'll think I don't know anything	They'll think I can't do my job.	I have evidence that I do my job well.
It's not fair. They shouldn't do this to me.		These things happen.
This is terrible. It's a disaster.	<p>Everyone will find out how stupid I am I'll never be asked again I'll lose my job</p> <p>I knew it – I'm a failure!</p>	<p>My supervisor said I was going OK</p> <p>They might be disappointed but they would get over it I do lots of good work Not really!</p>

Cognitive Behavioural Coaching

Situation:

Feelings:

Automatic Negative
Thoughts (ANTs)

More Accurate Thoughts
(MAThs)

Origins



Origins?

Questioning

Am I going OK?

Ignoring the evidence

Carol Dweck

Stanford University

Mindsets



Mindsets

Fixed

Intelligence, ability and potential are fixed - limited

Growth

You can grow and develop – become smarter, more skilled

Mindsets

Fixed

Mistakes are bad
Expose your limitations

Growth

Mistakes happen
You can learn

Mistakes

Accept that mistakes happen

Chance to learn, improve

Other people

- Focus on facts
- Reward effort
- Explain imposter feelings

1. Imposter feelings are normal
2. Feelings are not facts
3. Straighten out your thinking

4. Mind your language

5. Create a fact file and a brag file

6. Set objective standards

7. Gather evidence, do some behavioural experiments

8. Know your imposter moments

9. Get used to your imposter feelings

10. Be brave and take action

*“A great deal of talent is lost to the world
for want of a little courage.”*

Sydney Smith, 1849

Ten things

1. Imposter feelings are normal
2. Feelings are not facts
3. Straighten out your thinking
4. Mind your language
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More Confidence, Less Competence: **Dunning-Kruger Effect**

