



Community Conversations

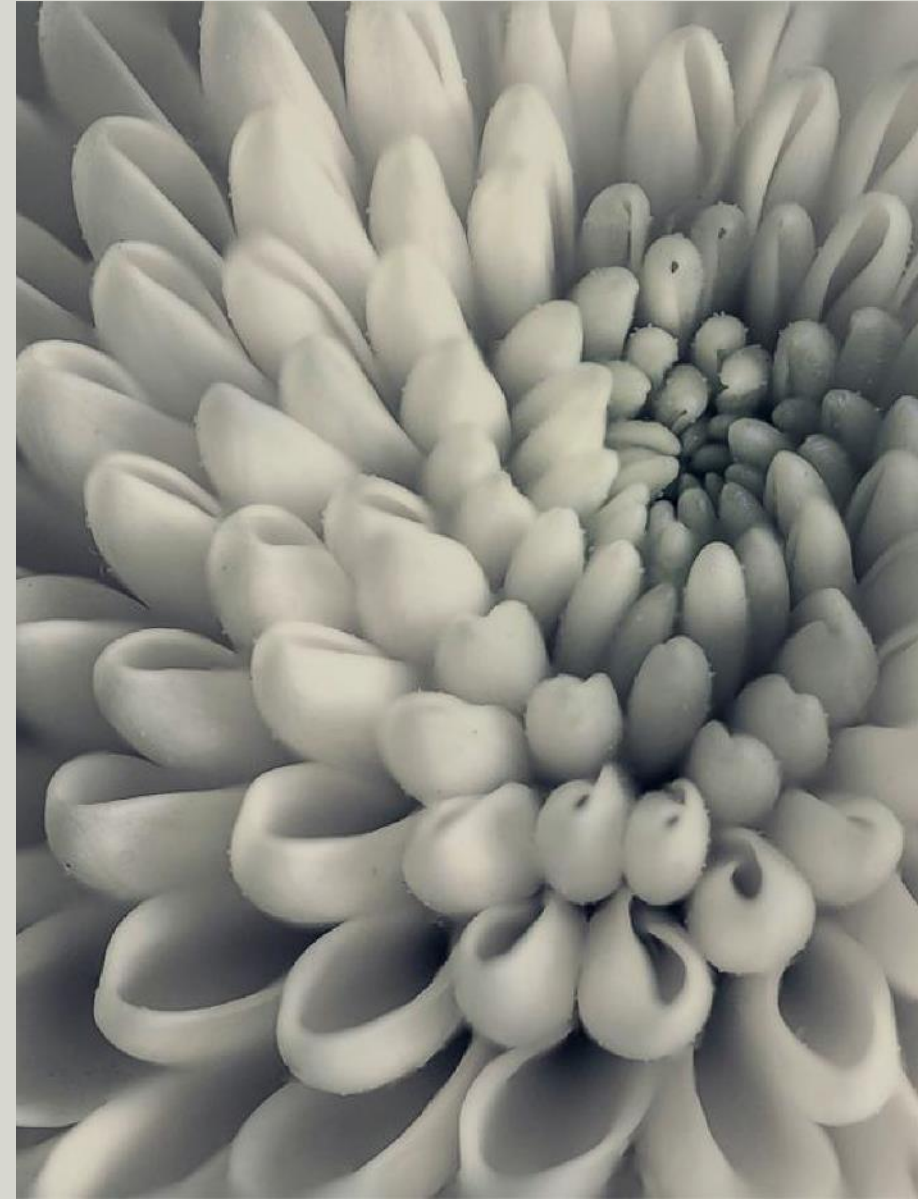
Imposter Syndrome



About us

Vernano Institute for Inclusion

<https://inclusion.engr.uconn.edu/>



Safe Community Space



Safe Space

Space to come together and have deep and meaningful judgement free conversations. Place to feel welcome to ask questions without criticism or judgement.



Respect

Keep in mind that many of us are on individual journeys of understanding and growing and we promise to maintain kindness and respect towards those on this journey. We also promise to be kind to ourselves on this journey.



Growth

Take what we've learned and try to implement it into our daily lives. We strive to create a community and support system for one another.



Imposter Syndrome...

What is it?

Imposter Syndrome

Definition

- Imposter syndrome is loosely defined as **doubting your abilities and feeling like a fraud**. It disproportionately affects high-achieving people, who find it difficult to accept their accomplishments.
- **impostor syndrome** (also known as **impostor phenomenon, impostorism, fraud syndrome** or the **impostor experience**) is a psychological pattern in which an individual doubts their skills, talents, or accomplishments and has a persistent [internalized](#) fear of being exposed as a "fraud".
- This psychological phenomenon, known as imposter syndrome, reflects a belief that you're an inadequate and incompetent failure despite evidence that indicates you're skilled and quite successful.



Activity



5 Types of Imposter Syndrome

- Expert, Dr. Valerie Young has categorized imposter syndrome into 5 subgroups
 - The Perfectionist
 - The Superhuman
 - The Natural Genius
 - The Soloist
 - The Expert



The Perfectionist

- Have you ever been accused of being a micromanager?
- Do you have great difficulty in delegating? If you are able to do so, do you feel frustrated and disappointed in the results?
- When you miss the (insanely high) mark on something, do you accuse yourself of “not being cut out” for your job and ruminate on it for days?
- Do you feel like your work must be 100% perfect, 100% of the time?

The Superhuman

- Do you stay later at the office than the rest of your team, even past the point that you've completed that day's necessary work?
- Do you get stressed when you're not working and find downtime completely wasteful?
- Have you left your hobbies and passions fall by the wayside, sacrificed to work?
- Do you feel like you haven't truly earned your title (despite numerous degrees and achievements), so you feel pressed to work harder and longer than those around you to prove your worth?

The Natural Genius

- Are you used to excelling without much effort?
- Do you have a track record of getting “straight A’s” or “gold stars” in everything you do?
- Were you told frequently as a child that you were the “smart one” in your family or peer group?
- Do you dislike the idea of having a mentor, because you can handle things on your own?
- When you’re faced with a setback, does your confidence tumble because not performing well provokes a feeling of shame?
- Do you often avoid challenges because it’s so uncomfortable to try something you’re not great at?

The Soloist

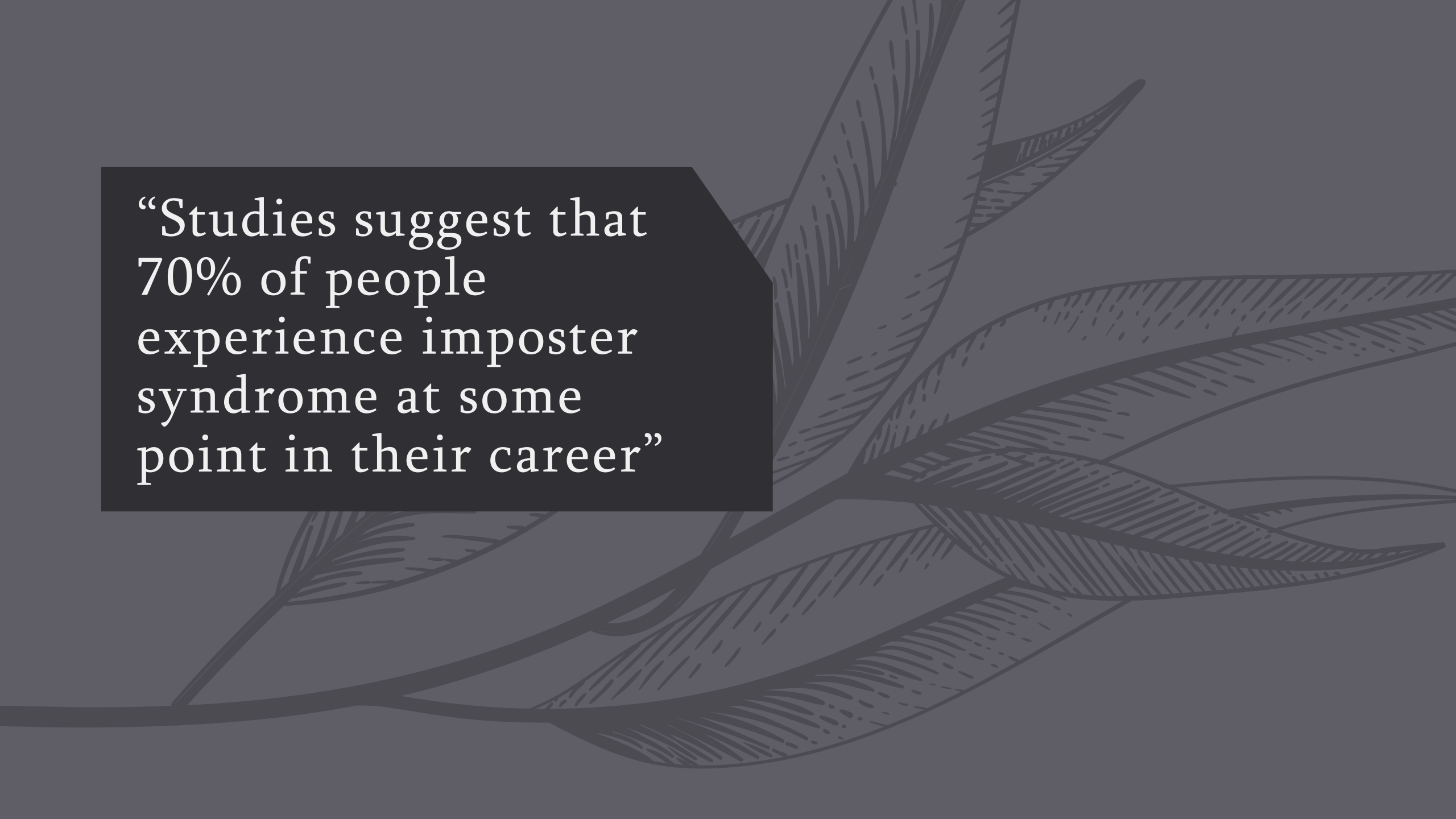
- Do you firmly feel that you need to accomplish things on your own?
- “I don’t need anyone’s help.” Does that sound like you?
- Do you frame requests in terms of the requirements of the project, rather than your needs as a person?



The Expert

- Do you shy away from applying to job postings unless you meet every single educational requirement?
- Are you constantly seeking out trainings or certifications because you think you need to improve your skills in order to succeed?
- Even if you've been in your role for some time, can you relate to feeling like you still don't know "enough?"
- Do you shudder when someone says you're an expert?

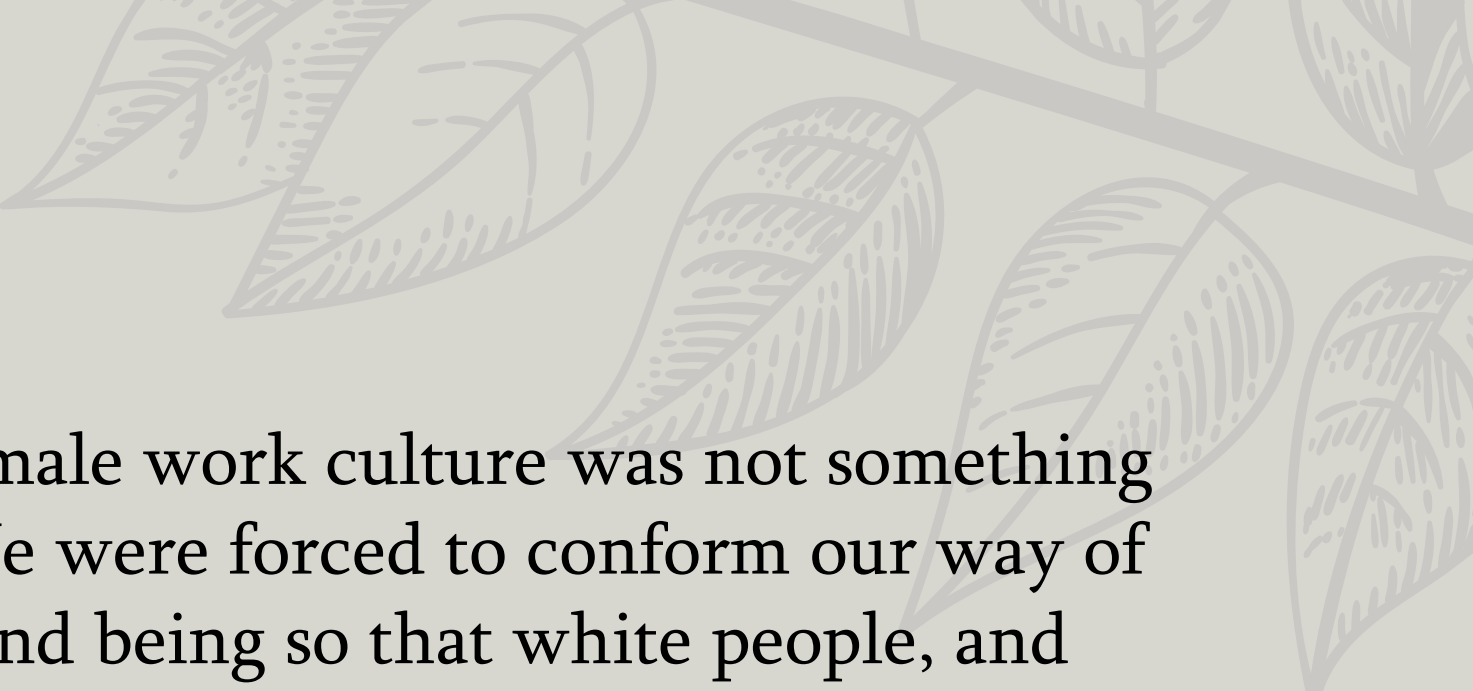


The background of the slide features a stylized, dark gray illustration of several long, pointed leaves or feathers. These elements are layered and overlap, creating a sense of depth. The lines used for the leaves are fine and parallel, giving them a textured appearance. The overall color palette is monochromatic, consisting of various shades of gray against a dark background.

“Studies suggest that
70% of people
experience imposter
syndrome at some
point in their career”

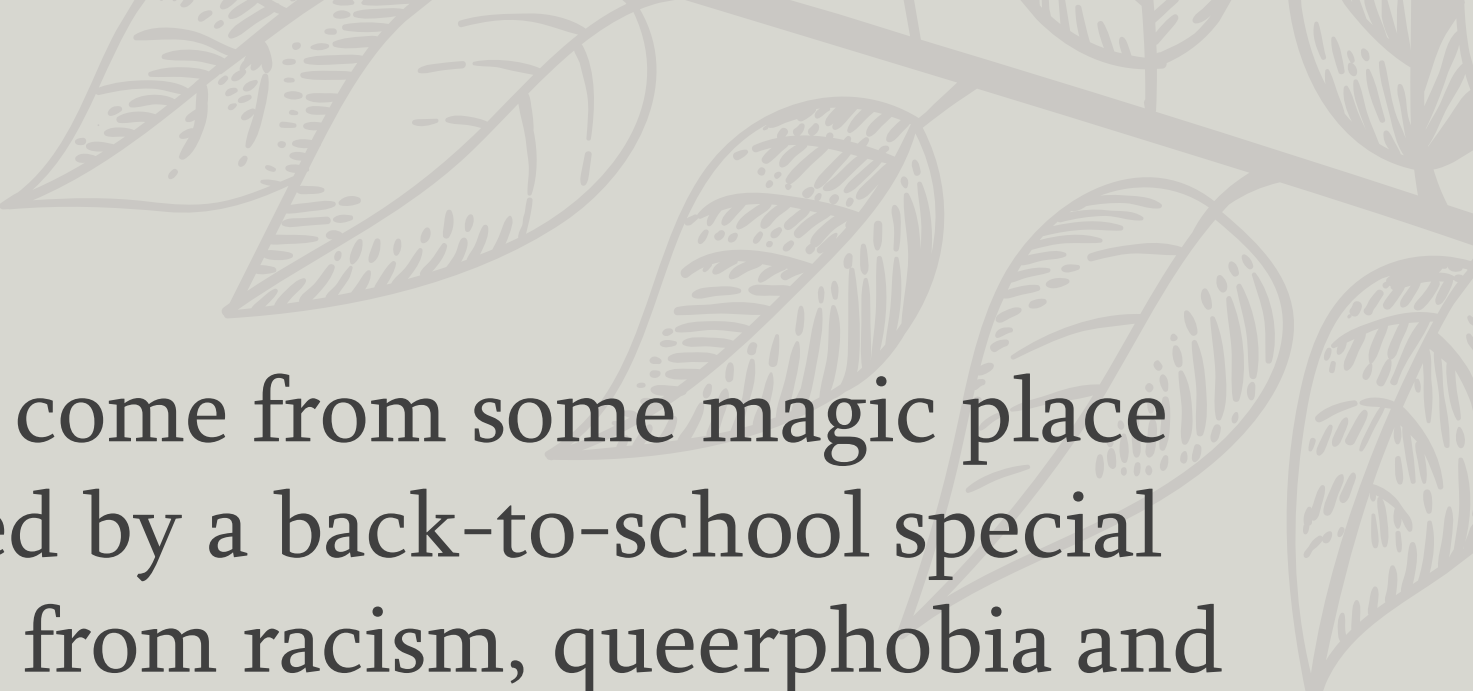
What other types of Imposter Syndrome exist?

- Race based imposter syndrome
- Gender based imposter syndrome

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- “Assimilation into white and male work culture was not something that women of color chose. We were forced to conform our way of dressing, speaking, working, and being so that white people, and men – in particular – would accept us as leaders, good workers, and trusted friends. It was an olympic code-switching, and it was exhausting and soul depleting. But mostly, it was survival. Survival so we could ascend to positions of leadership, keep a job, and make enough money to support our families. Choosing not to assimilate came at a huge price.”

- “But what I never see is an examination of why people continue to struggle with low self-esteem in the first place, particularly within oppressed communities.”
- “When I walk into a space, I often find myself looking for a validating presence. Someone who I can lock eyes with in the middle of a meeting if something strange happens or if something horrible gets said and no one else seems to react. This may sound intense or like a great deal of effort, but if you’ve ever been in a place where you feel like you’re the only one reacting, or where people discredit when you say something isn’t right, you may know what I’m talking about.”

- “See, imposter syndrome makes it sound like the problem is entirely internal and fixable by increasing one’s self confidence or getting lots of validation. But my lack of confidence is also really influenced by my experience as a person with multiple marginalized identities.”
- “Those words and stereotypes that were projected onto me as a child and adolescent still hold power and influence my feelings about myself to this day. They are like a field of voices that I have to battle to make my own be heard.”

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- “Those feelings didn’t come from some magic place that could be addressed by a back-to-school special and a hug. They came from racism, queerphobia and white supremacy. Holding that as truth helps me create change, rather than pointing the finger back towards myself and saying that somehow I have failed to be confident in my own possibility.”



Activity

*"I recognize my environment
as the imposter, and it's no
longer up to me to fix its
sickness." – Alexis*

Hancock, [How the Rhetoric of
Imposter Syndrome is Used
to Gaslight Women in Tech](#)

Mantra

- I can only control myself and how I respond to my internal feelings. Even those feelings are tricky some days, and that's ok.
- I cannot control the world around me. But I can acknowledge that the world has harmed me. That the world, while a beautiful and magical place at times, has also caused much of this doubt inside me.
- Nurturing my self-esteem is about more than celebrating myself. To feel more confident in myself and my abilities, I can let go of the immense feeling of responsibility I feel for my pain and instead put the blame squarely where it belongs. In that, I find my healing and my power, to know that the only imposter here is my fear is that I am not enough.
- I was always enough.
- I am always enough.
- I will continue to be enough.

Thank you

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