

# Imposter Syndrome

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## What imposter thoughts were you able to identify in yourself or your colleagues/mentees?

*someone will find out I don't belong* — ANONYMOUS

*Feel like about to be discovered as incompetent* — ANONYMOUS

*that i won't be able to replicate a success* — ANONYMOUS

*everyone else is a true expert and I'm not* — ANONYMOUS

*I need external validation before I can see the value of my work.*  
— ANONYMOUS

*feeling too stupid to understand a complicated process*  
— ANONYMOUS

*success was due to being lucky* — ANONYMOUS

*Someone may discover I'm not as knowledgeable* — ANONYMOUS

*Seeing another person's CV and thinking "I guess they don't need as much sleep as I do"* — ANONYMOUS

*I'm actually a failure but somehow seem to get by*  
— ANONYMOUS

## What are some specific ways imposter syndrome has impacted your behavior or careers, or those of your colleagues/mentees? What opportunities have been or might be missed?

*Prevented considering upward mobility* — ANONYMOUS

*fear of making a career move* — ANONYMOUS

*Less likely to speak up in a large group meeting to share my ideas* — ANONYMOUS

*My academic career is truncated--too afraid to put myself out there* — ANONYMOUS

*Not asking for help because you 'should' know something*  
— ANONYMOUS

*lots of missed sleep* — ANONYMOUS

*avoid self promotion* — ANONYMOUS

*didn't get the degree* — ANONYMOUS

*Leave jobs after a few years* — ANONYMOUS

*I've missed out on leadership roles* — ANONYMOUS

*Procrastinate due to perfectionism, fear that my work won't match up to my expectations* — ANONYMOUS

*Avoiding self-promotion and negotiation, working constantly - definitely* — ANONYMOUS

*Adds to already stressful job, make feel like I have to do more*  
— ANONYMOUS

## What other strategies have you found helpful to address imposter syndrome?

*making a 'feel good' folder to remind me i'm doing good work*  
— ANONYMOUS

*Recounting the work I have done, letters of support*  
— ANONYMOUS

*adding recent updates to my CV helps me recognize my accomplishments* — ANONYMOUS

*I encourage students to say "I" rather than "we" when they talk about their work* — ANONYMOUS

*sometimes just putting your head down and doing the task*  
— ANONYMOUS

*learning to not listen to my inner demoralizing critique*  
— ANONYMOUS

*when mentoring a student, offering my own testimonials with a student about how I struggled early in my path to get where I am has both given them perspective on how persistence pays off...and also allows me to see I really have worked hard to achieve my success — ANONYMOUS*

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