Imposter Syndrome

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

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

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

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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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