

Imposter Syndrome

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

I don't belong. — ANONYMOUS

going to be found out — ANONYMOUS

I don't have a degree, why did they choose me? — ANONYMOUS

I don't deserve a job or promotion — ANONYMOUS

I'm good at making people feel sorry for me and thus boosting me, but I don't deserve to be here — ANONYMOUS

I identify very strongly with the "my job is easy, anyone could do it" mentality — ANONYMOUS

"I'm not performing at the level that is expected of me. I oversold my skills." — ANONYMOUS

lack of belief in my abilities — ANONYMOUS

My failures are my fault, but my successes are due to luck more than anything else. — ANONYMOUS

I only got that grant because my mentor has a big name — ANONYMOUS

They are way smarter than me and they are going to find out. — ANONYMOUS

my job doesn't have specific measures of success which makes me constantly wonder if I'm doing a great job — ANONYMOUS

I'm constantly at risk of being discovered and fired — ANONYMOUS

Feeling as if my best isn't good enough — ANONYMOUS

I'm never going to know this stuff as well as so-and-so — ANONYMOUS

I only got that grant because it was a year with higher funding — ANONYMOUS

I feel like I got my new job, because of the people I know. It was luck. — ANONYMOUS

I'm not educated/experienced in this area - why was I chosen — ANONYMOUS

It's just lucky I have the skills for this challenge. I might not next time. — ANONYMOUS

I can talk like I am qualified but I can't do anything — ANONYMOUS

Similar to what's been brought up, just feeling like I keep squeaking by/making it look like I'm more competent than I am — ANONYMOUS

IF I got it, it must not be that hard. — ANONYMOUS

I often struggle with the thought. "So and So would be able to do this much better than I can." The idea that I am surrounded by people with superior skills than mine — ANONYMOUS

Feeling like I'm not qualified for some high level tasks. If only people knew that I feel like I'm scrambling, they would see that I am an imposter. — ANONYMOUS

I'm never going to be organized enough to handle all of this — ANONYMOUS

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

I don't make decisions because I think I am not qualified to — ANONYMOUS

Having my administrator reach out to a new person instead of doing it instead of myself — ANONYMOUS

Holding my cards too close, not expressing my interest in promotion. — ANONYMOUS

I've left a job because felt like I was given too much responsibility and it was only a matter of time before I let everyone down — ANONYMOUS

not applying to jobs because I think I don't qualify — ANONYMOUS

I always try not to get noticed - like getting noticed professionally could only be a bad thing. — ANONYMOUS

I get so nervous about job interviews that I don't think I perform to the best of my abilities and I may have missed out on jobs because of this — ANONYMOUS

Negotiating higher salary like you mentioned — ANONYMOUS

Not being proactive or sharing my work with others for fear of my work being seen as inferior. — ANONYMOUS

don't ask or negotiate pay — ANONYMOUS

Promotions and opportunities to work on projects because I was afraid my ideas wouldn't be valued — ANONYMOUS

I took a job at a way lower level — ANONYMOUS

I tend to overthink/overprepare answers to questions, and they don't pan out as well as if I had simply trusted my abilities and spoken with confidence. — ANONYMOUS

Waiting until the last minute to cram a critical task because I was sure I was going to blow it anyway — ANONYMOUS

Let myself get taken advantage of - reduced hours/reduced salary but no corresponding reduction in responsibilities. Then felt like a failure for not being able to do it all. — ANONYMOUS

I put a lot of work on my plate so everyone knows how hard I work. This to me "proves" my value — ANONYMOUS

I spend hours researching and preparing, but then hesitate to make recommendations for fear that I've missed something (or I hear people who didn't do that research express opinions confidently, and wonder what I missed) — ANONYMOUS

Procrastination when I don't understand something for fear of asking for help. — ANONYMOUS

I have received feedback that I come off as "over confident" which I think may be a defense mechanism because I actually don't feel confident — ANONYMOUS

fear of networking because I might embarrass myself — ANONYMOUS

Spreading myself thin and volunteering for additional work so that I appear to be doing my fair share — ANONYMOUS

Inflating small mistakes and over focusing on them. — ANONYMOUS

I started my job virtually and I am afraid that when we go back to in person I won't be able to perform well, it is already giving me anxiety — ANONYMOUS

I express my lack of confidence to trusted colleagues who are always very kind and positive in their feedback... but I shouldn't have to rely on this feedback to build me back up. — ANONYMOUS

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

It goes along with some of the activities - weighing the evidence. Could all of my successes, when I look at them together, really be the result of luck? — ANONYMOUS

Think about how proud you would be of a friend who has achieved what you have — ANONYMOUS

Working on my CV and really sit with each accomplishment and think through what I might be forgetting (or asking trusted colleagues if I forgot anything!) — ANONYMOUS

Writing down all of the negative thoughts and crossing them out and writing positives that contradict the negatives — ANONYMOUS

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