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POLLING TIME! Respond at PollEv.com/smarion119
Text SMARION119 to 22333 once to join, the A, B or C

**Can you take a compliment? Like, really take a compliment?
When someone says you're great, do you believe it?**

Sure, that's easy.

Sometimes. It depends on who and what the compliment is about.

Nah. Compliments and I don't go together.

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**Have you ever had the feeling you'll be found out one day
and everyone will discover you don't really know what
you're doing?**

Yes.

No.

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Do you have an internal voice that points out all your flaws?

No. My internal voice is a total angel and only encourages me.

Yes, and she is a real mean one.

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SAM & LAURA'S RESULTS | We have imposter syndrome!

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Why does anyone want to hear from me?

I want to be brave enough to have anything to offer to a room full of amazing, successful people.

How do I keep landing on that?

IMPOSTER SYNDROME



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"Some years ago, I was lucky enough [to be] invited to a gathering of great and good people: artists and scientists, writers and discoverers of things. And I felt that at any moment they would realize that I didn't qualify to be there, among these people who had really done things.

On my second or third night there [...] I started talking to a very nice, polite, elderly gentleman about several things, including our shared first name. And then he pointed to the hall of people, and said words to the effect of,

"I just look at all these people, and I think, what the heck am I doing here? They've made amazing things. I just went where I was sent."

And I said, "Yes. But you were the first man on the moon. I think that counts for something."

And I felt a bit better. Because if **Neil Armstrong** felt like an imposter, maybe everyone did."

- NEIL GAIMAN
(AUTHOR)



SCAN ME

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IMPOSTER SYNDROME

Merriam-Webster,
Words We're Watching

 Originally called *impostor phenomenon*, *impostor syndrome*, as it's now usually called, is commonly understood as a false and sometimes crippling belief that one's successes are the product of luck or fraud rather than skill.



SCAN ME

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POLLING TIME! Respond at PollEv.com/smarion119
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Based on what we've shared so far, would you say you've suffered from Imposter Syndrome at some point?

Yes.

No.

Still unsure.

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IMPOSTER SYNDROME

 Surveys have shown that up to 70% of the population have suffered from Imposter Syndrome. These numbers are thought to be higher among women and minorities.

 Pause: Even if you don't think you suffer from IS, take this time to gain some skills and knowledge to help those around you that might. Especially if you lead a team with women or minorities.

SURVEY SAYS 

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 **IMPOSTER PHENOMENON**

First coined in a 1978 study conducted by two female psychologists

PAULINE ROSE CLANCE



SUZANNE IMES



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 **THE IMPOSTER PHENOMENON IN HIGH ACHIEVING WOMEN: DYNAMICS AND THERAPEUTIC INTERVENTION**

1978 *Journal of Psychotherapy: Theory, Research & Practice.*

"The term 'impostor phenomenon' is used to designate an internal experience of intellectual phoniness that appears to be particularly prevalent and intense among a select sample of high achieving women....

Despite outstanding academic and professional accomplishments, women who experience the impostor phenomenon persist in believing that they are really not bright and have fooled anyone who thinks otherwise.

Numerous achievements, which one might expect to provide ample objective evidence of superior intellectual functioning, do not appear to affect the impostor belief."



SCAN ME

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- Clance & Imes studied 150 highly successful women with PhD's, respected in professional fields, high academics, etc...
- Despite earned degrees, honors, and recognition the women studied did not experience an internal sense of success, and considered themselves to be imposters.
- These women also found countless means to discredit evidence that did not support their beliefs that they were unintelligent.
- They did acknowledge that men too experience this phenomenon, but stated the frequency needs to be researched.

IMPOSTER SYNDROME



SCAN ME

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 You do not need to be clinically diagnosed with Imposter Syndrome to have it.

The symptoms of imposter syndrome are defined, so someone could self-administer a test regarding those symptoms to determine whether or not they are currently experiencing it.

It's not recognized as a disorder (so it is not in the DSM-V)

However, it can be associated with other recognized disorders.

 **Clinical symptoms most frequently reported**

- Generalized anxiety
- Lack of self-confidence
- Depression
- Frustration related to inability to meet self-imposed standards of achievement

IMPOSTER SYNDROME |  SCAN ME

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WHAT ARE THE ORIGINS?

 **Group 1**

- Those with siblings or close relatives who have been designated as the "intelligent" member of the family.
- May have been told directly or indirectly that she is the "sensitive" or socially adept one in the family.
- Family members do not credit her as bright, regardless of what she has accomplished intellectually.
- One part of her believes the family myth, the other part wants to disprove it.
- Opportunities to prove it are not acknowledged when successful.
- Continues to strive for acknowledgement, but fears others are correct.

IMPOSTER SYNDROME |  SCAN ME

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WHAT ARE THE ORIGINS?

 **Group 2**

- Family conveys that she is superior in every way.
- There is nothing she can't do, and it all comes easy to her.
- Because she is so indiscriminately praised for everything, she begins to distrust her parents' perceptions of her.
- Moreover, she begins to doubt herself.
- Realizing that she cannot live up to family's standard, she jumps to the conclusion that she must be dumb.
- She is not a genius; therefore, she must be an intellectual imposter.

IMPOSTER SYNDROME |  SCAN ME

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FOUR BEHAVIORS, WHICH TEND TO MAINTAIN THE IMPOSTER PHENOMENON

1. Diligence & Hard work

A fear that your stupidity will be discovered

- The cycle:
 - Worry about intelligence
 - Work hard and cover it up
 - Good results
 - Receive approval which provides temporary good feelings
- Success is empty because the good feelings are short lived, and the underlying sense of phoniness is untouched.

IMPOSTER SYNDROME



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FOUR BEHAVIORS, WHICH TEND TO MAINTAIN THE IMPOSTER PHENOMENON

2. Intellectual inauthenticity

A sense of phoniness, based partly in reality

- Chooses not to reveal real ideas or opinions
- Figures out what others want to hear and shares that
- Avoidance prevents discovering whether or not authentic views would have been evaluated as sensible.

IMPOSTER SYNDROME



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FOUR BEHAVIORS, WHICH TEND TO MAINTAIN THE IMPOSTER PHENOMENON

3. Adaptive/Placating behaviors

Uses charm and perceptiveness to win approval/validation

- Goes out of way to impress admired authority figures, studying what they are most responsive to.
- After gaining acclaim, they do not trust it because their opinions are based on the tools they used to win others over, and not true skill.
- They continue to believe that if they were truly bright they would not need outside approval, and would have confidence in their own ability.

IMPOSTER SYNDROME



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FOUR BEHAVIORS, WHICH TEND TO MAINTAIN THE IMPOSTER PHENOMENON

- 4. Negative societal consequences of confident women
 - Going back to 1949 it has been noted that successful or independent woman can be viewed as a hostile and destructive force within society.
 - A woman's femininity is called into question by her success.
 - Maintaining a sense of herself as an intellectual phony may allow her to avoid societal rejection.

IMPOSTER SYNDROME



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WHAT SUGGESTIONS DID CLANCE AND IMES HAVE TO HELP?

- Imposter Syndrome is often a well guarded secret most women do not share or talk about with others.
- A group therapy setting or interaction with a group of other high achieving women who experience the phenomenon is highly recommend to effectively alter the imposter belief.
- Group settings are also valuable because one woman can see the dynamics in others and recognize the lack of reality involved.

GET READY TO MINGLE!

Time for another INTERACTIVE MOMENT!



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GUIDED QUESTIONS

1. Do you relate to any of the four behaviors? How?
2. What does imposter syndrome feel like to you?
3. Have you witnessed imposter behavior in others? What did that look like?
4. Do you associate with either of the origin stories? In what way?
5. Share an example of when you faced imposter syndrome.
6. Do you feel there are societal consequences of being a confident woman? Explain?
7. Have you ever withdrawn from an experience because of imposter syndrome?



FOUR BEHAVIORS

1. Diligence & Hard work
2. Intellectual inauthenticity
3. Adaptive/Placating behaviors
4. Negative societal consequences

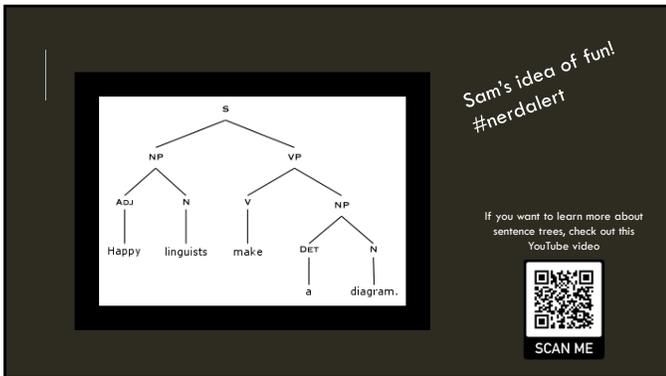


INTERACTIVE MOMENT!

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 **TOOLS**

-  Focus on the Facts
-  Challenge Limiting Beliefs
-  Get Clear on Strengths
-  Talk About It



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 **WHAT TOOLS DO YOU USE?**

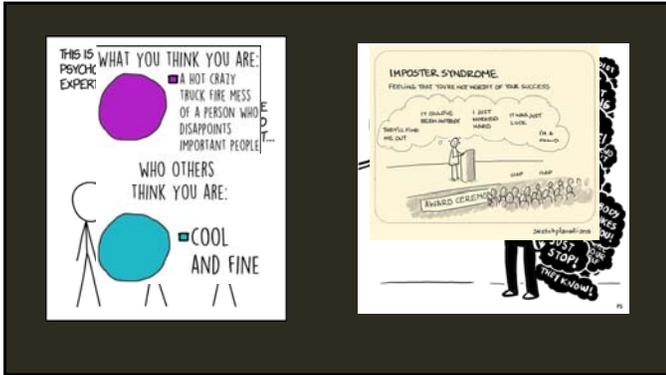
-  Focus on the Facts
-  Challenge Limiting Beliefs
-  Get Clear on Strengths
-  Talk About It
-  Other

SOMETHING TO TALK ABOUT! | Time for another  INTERACTIVE MOMENT!

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THOUGHTS? | 

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