

# Busting Impostor Syndrome



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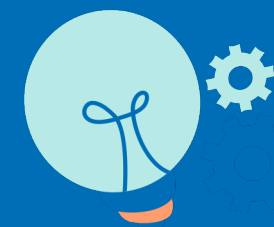
# Goals



Describe Impostor Syndrome and how it impacts you



Identify 5 types of Impostor Syndrome



Strategies for busting Impostor Syndrome

# What is Impostor Syndrome?

“An internal experience of intellectual phoniness.” – Dr. Clance and Dr. Imes

Feelings of self-doubt, inadequacy and incompetence despite contradictory evidence

Most common among high achieving people

# Amazing People Who Struggle with Impostor Syndrome!



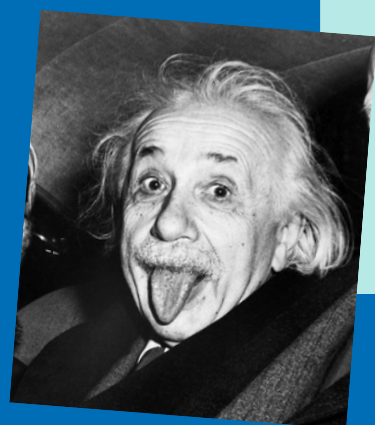
“I have written eleven books, but each time I think, ‘uh oh, they’re going to find out now. I’ve run a game on everybody, and they’re going to find me out.’ ”

~ Maya Angelou, Poet

“There are an awful lot of people out there who think I’m an expert. How do these people believe all this about me? I’m so much aware of all the things I don’t know.”

~ Margaret Chan, Chief of the World Health Organization

“The exaggerated esteem in which my lifework is held makes me very ill at ease. I feel compelled to think of myself as an involuntary swindler.” ~ Albert Einstein



# Impostor Syndrome Thinking



I chalk up my success to luck, timing, or other external factors.



I believe “if I can do it, anyone can” and that other people are smarter and more capable than I am.



I sometimes shy away from challenges because of nagging self-doubts.



I agonize over the smallest flaws in my work.



I am crushed by even constructive criticisms, seeing it as evidence of my ineptness.



I worry it is a matter of time that others will find out I am not as smart or capable as they think I am.



# Group Discussion



Can you describe your first experience with Impostor Syndrome?

How might external influences such as educational system, media, family upbringing, culture, your various identities fuel Impostor Syndrome?

How has impostor syndrome impacted your personal, academic, and professional life?

# How do you define Competence?

I know I'm competent at \_\_\_\_\_, when \_\_\_\_\_.

If I were really smart, \_\_\_\_\_.

I should always \_\_\_\_\_.

If I were really qualified, I would \_\_\_\_\_.

# 5 Types of Impostor Syndrome

## 5 Types

## Perspective on Competence

The Perfectionist

I should deliver an unblemished performance 100% of the time.  
Every aspect of my work must be exemplary.

The Natural Genius

If I were really smart, I would be able to understand everything the first time I hear it.

The Rugged Individual

If I were really competent, I could do everything myself.

The Expert

If I were really competent, I would know everything there is to know.

The Super Student

If I were really competent, I would be able to do it all.



# Busting Impostor Syndrome



Build Your  
Moxie Power



Reframe Your  
Thoughts Using  
The TLC Method

# What is Moxie?



“Moxie, defined as strength of will, self-discipline, and the ability to persist despite challenges, has been identified as a crucial factor in overcoming impostor syndrome.

Moxie is related to traits such as grit, self control, and the ability to overcome procrastination.”

- Keith Dorsey, 2023



# Build Your Moxie Power!



Utilize strengths forced through hardships.



Engage in identity play.

# Reframe Your Thoughts

Performance Interfering Thought  
(PIT)

Performance Enhancing Thought  
(PET)

I need to know everything before  
I can start.

I can't expect to know everything but I will use what I  
know to get started and learn more as I go along.

I am not very good at this, so I shouldn't  
do it.

I am not very good at this YET, but I will continue to  
learn and adapt as I continue to work on it.

I'm Afraid!

Yes, I'm afraid and it's a normal feeling when I try  
something new or when I am in a new situation,  
but I can learn to adapt and grow.

I shouldn't do it because I might fail.

Yes, I might fail, but I could learn from the  
experience even if I do.

I can't do it because it has to be perfect!

I am not perfect, but I can take it one step at a time, I can  
do this with a bit of time and support from others.

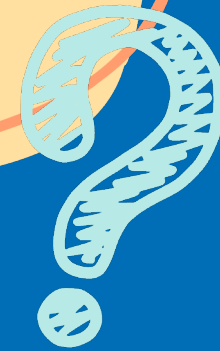
# 3 Components of “TLC” Question

IS IT TRUE?

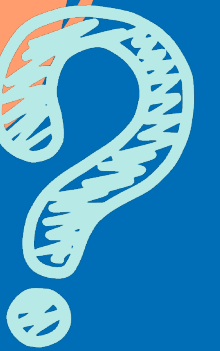
(Stick with the facts,  
evidence-valid, reliable,  
sufficient)

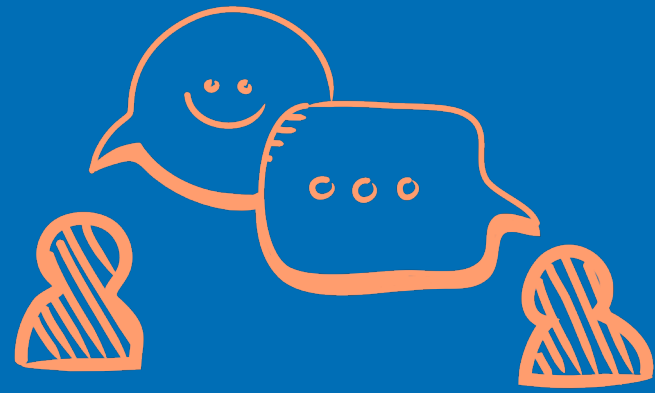


IS IT LOGICAL?



Is it Constructive?  
(Does it help me or  
others?)





# Your Turn!

Pair up and share  
an example  
of a PIT.

Share ideas of  
how to convert  
it into a PET.

“

“No one can make you feel inferior without your consent.” – Eleanor Roosevelt

“Confident people aren't any more intelligent, capable, or talented than the rest of us. Instead they think differently about 3 things: Competence, Failure/Mistakes/Criticism, and Fear.”

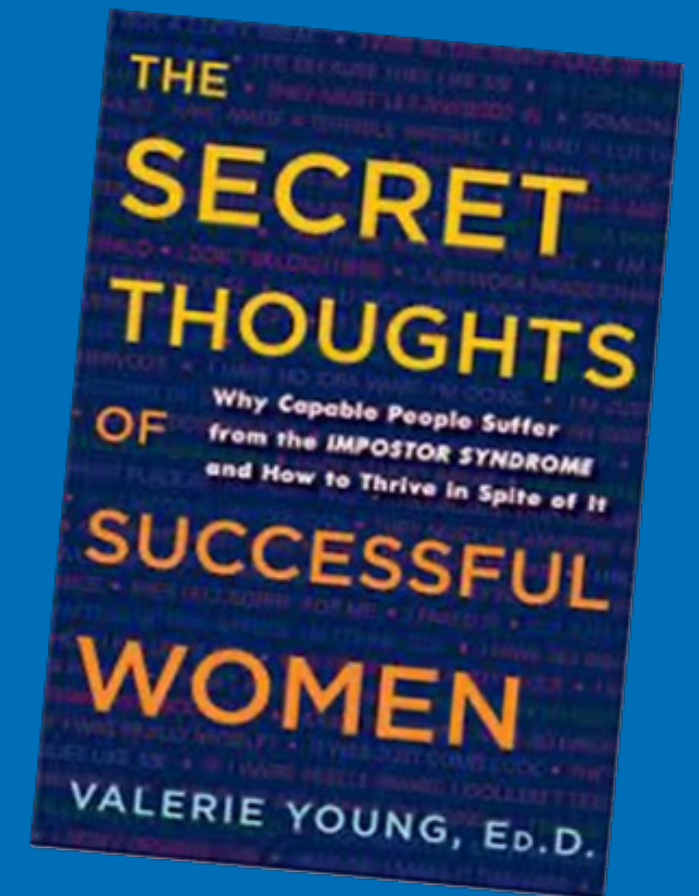
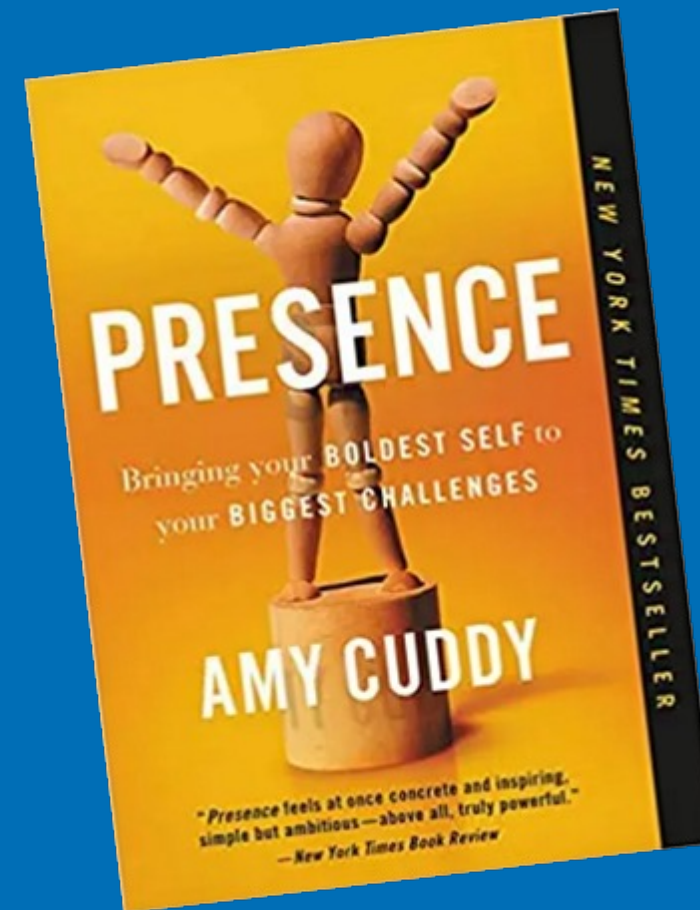
”

– Valerie Young



# Questions, Feedback, and Resources

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- Wellbeing Instagram: @bu\_wellbeing





# Workshop Evaluation



THANK YOU FOR YOUR PARTICIPATION!