Impostor Phenomenon

Jolien van Breen

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Amount of success you have

How much you worry that you are one mistake away from losing everything
The first day of a new job:

- My boss is going to realize I was a huge mistake.
- My boss is going to realize I was a huge mistake.
ALL COMPLIMENTS YOU RECEIVE:

- FROM SOMEONE WHO IS LYING
- FROM NICE RELATIVES WHO DON'T KNOW WHAT THE HELL THEY'RE TALKING ABOUT
TYPES OF PEOPLE WHO CAN HAVE IMPOSTOR SYNDROME:

- All the smart, successful people that you think have their sh** together

Image credits: Dr. Maureen Gannon
Impostor beliefs vs Societal beliefs

**Own perception**
- ‘That was just luck’
- ‘If I fail people will hold it against me’
- ‘I remember cases in which I have *not* done my best more than those times I have done my best’

**Others’ perceptions**
- People ascribe women’s success to luck more than men’s success
  - Deaux & Emswiller, 1974
- Failure has a greater impact on perceptions of competence for women than men
  - Heilman & Haynes, 2005
- Observers are more likely to recall stereotype-consistent events (for women - low competence) than inconsistent events
  - Heilman & Parks-Stamm, 2007
Thank you for your attention!
References


Contact: j.a.van-breen@exeter.ac.uk
Discussion points

• Does IP come from within, our environment or both?
• Who is affected by the syndrome? Is it age specific? Are ECRs are more vulnerable than professors? Is it gender specific? Is it country specific?

• How to identify if you have Imposter syndrome?
• Could imposter syndrome be good for you? Could it even be healthy?