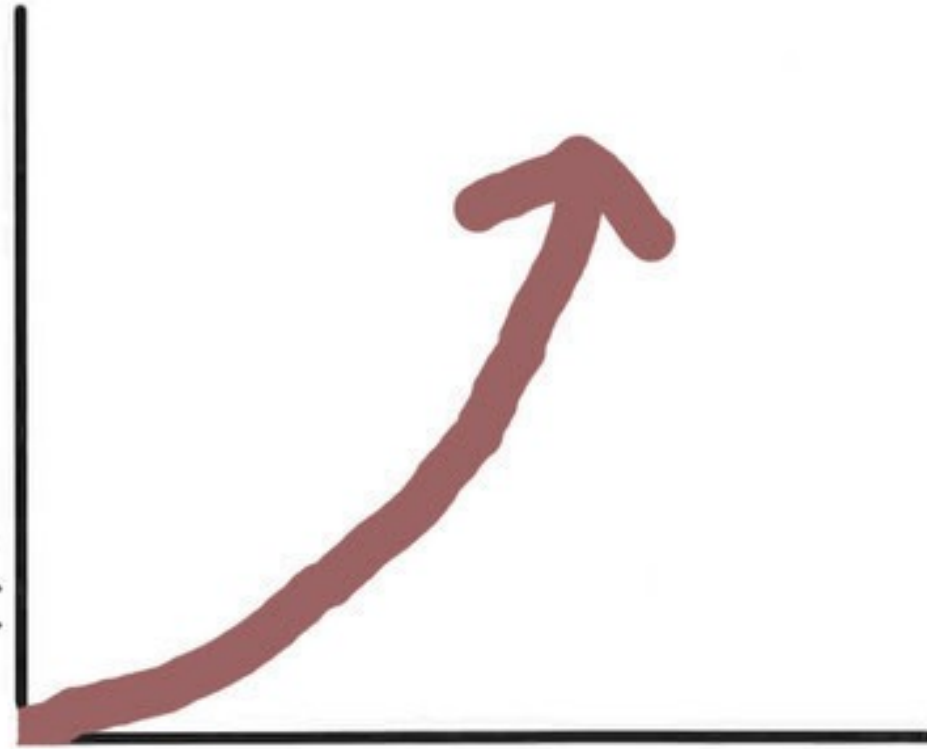


# Impostor Phenomenon

Jolien van Breen

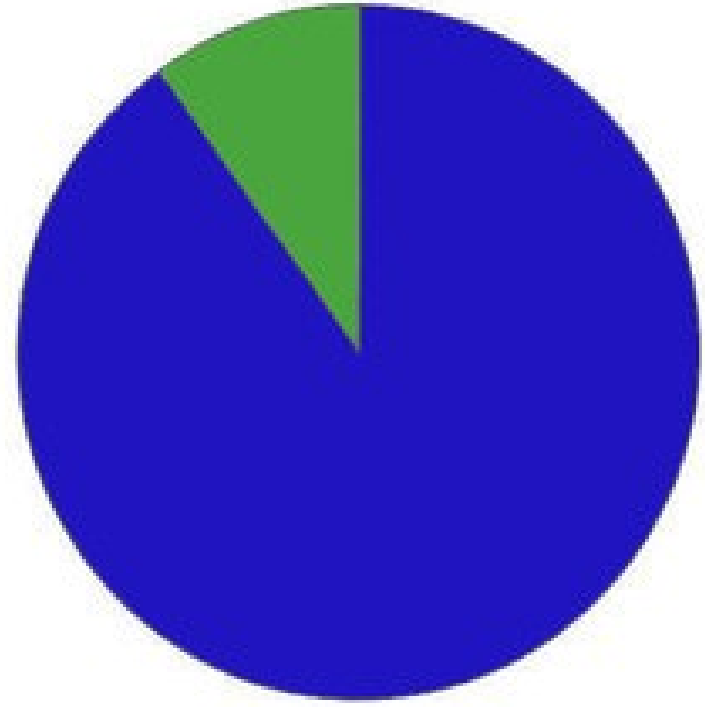
WIC meeting - 03 August 2018

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:



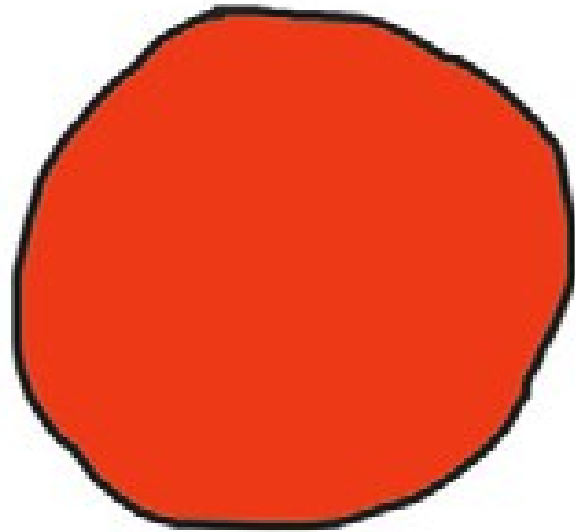
- MY BOSS IS GOING TO REALIZE I WAS A HUGE MISTAKE.
- MY BOSS IS GOING TO REALIZE I WAS A HUGE MISTAKE.

# 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

# 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!

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# 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?