

PROVIDER WELL-BEING SERIES

#4 IMPOSTOR SYNDROME:

AM I GOOD ENOUGH?



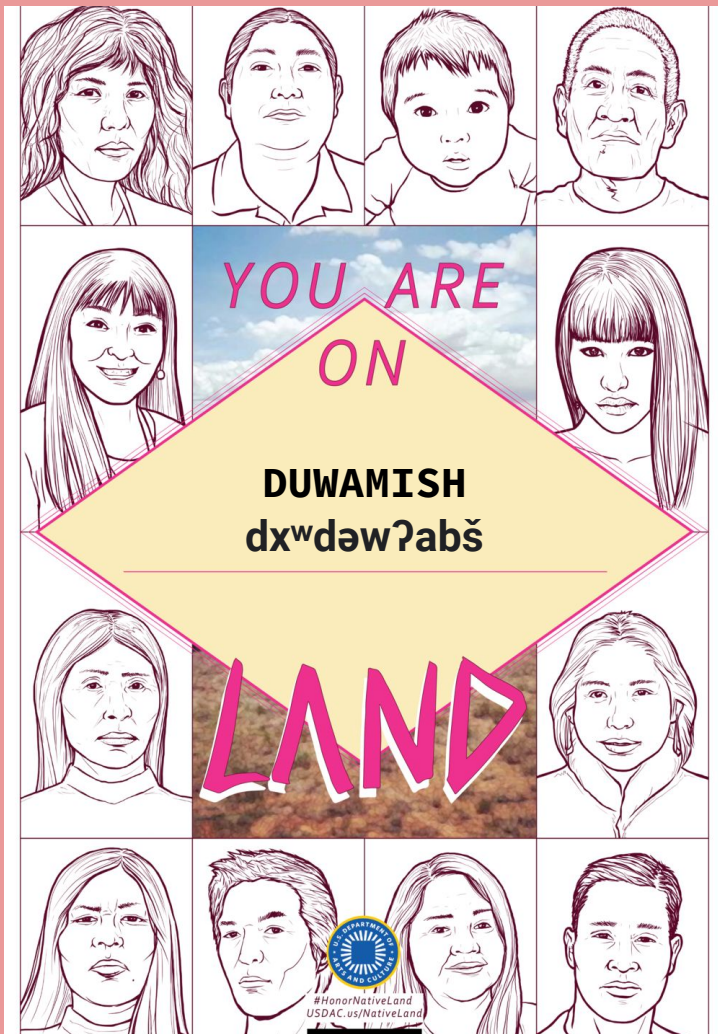
MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

April 21, 2021

Presented by Aleks Martin, MSW, LSWAIC, SUDP

In collaboration with the Northwest Mental Health Technology Transfer Center



HELLO, MY NAME IS

#HonorNativeLand poster available via
<https://usdac.us/nativeland>



The title track from the original release of the Hennie Bekker album "Spring Rain" (1992), the first release in Bekker's "Kaleidoscopes" series. The other four albums in the series, "Summer Breeze", "Autumn Magic", "Winter Reflections", and "Christmas Spirit" would follow this album's success. This album was released with different cover art in the late 90s. A later version with remixes of some of the songs was released by Hennie Bekker in 2003.

Buy or stream the album:

On iTunes at: <https://itunes.apple.com/album/kalid...>

On Amazon.com at: <https://www.amazon.com/gp/product/B00...>

Visit Hennie Bekker's Official Website at: <http://henniebekker.com>

(C) 2019 Abbeywood Records.

(P) 1992 Hennie Bekker Music Inc.

Published by Abbeywood Music (SOCAN)

Composed by Hennie Bekker (SAMRO)

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**I'm fabulous.
You're
fabulous.**

**We're all
fabulous.**



**IMPOSTOR or
IMPOSTER?**

When poll is active, respond at pollev.com/nwmhttc

Text **NWMHTTC** to **22333** once to join

W IMPOSTER, IMPOSTOR. But which is it?

IMPOSTER like a poster - or fake painting, copy of the real thing.

IMPOSTOR because it rather sounds more eloquent

Who cares?



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Feeling like a fraud...



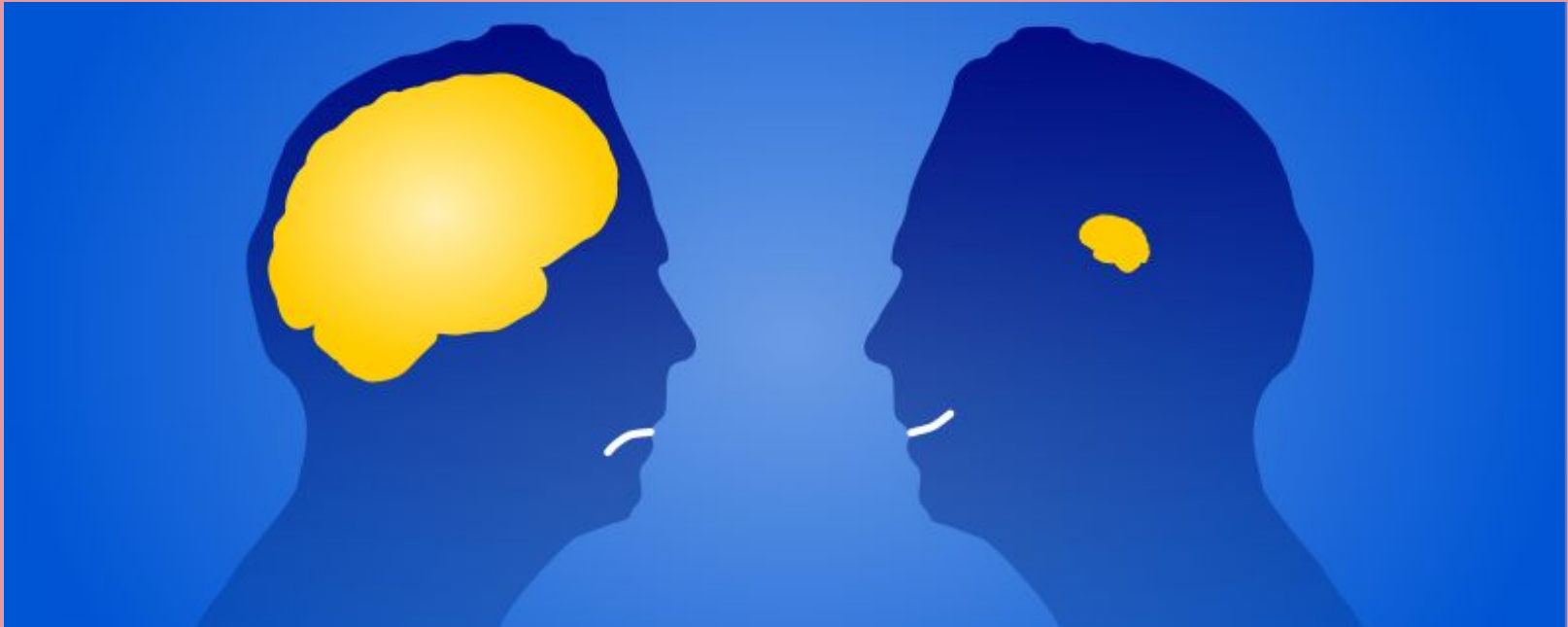
W

How does IMPOSTER SYNDROME show up for YOU at work? Or related to work? Including work-from-home...





“Impostor syndrome (also known as impostor phenomenon, fraud syndrome, perceived fraudulence, or impostor experience) describes high-achieving individuals who, despite their objective successes, fail to internalize their accomplishments and have persistent self-doubt and fear of being exposed as a fraud or impostor.” (Kolligian & Sternberg, 1991)



People with impostor syndrome struggle with accurately attributing their performance to their actual competence (i.e., they attribute successes to external factors such as luck or receiving help from others and attribute setbacks as evidence of their professional inadequacy). (Clance & Imes, 1978)

- Self-doubt
- An inability to realistically assess your competence and skills
- Attributing your success to external factors
- Berating your performance
- Fear that you won't live up to expectations
- Overachieving
- Sabotaging your own success
- Setting very challenging goals and feeling disappointed when you fall short

Common Signs



Commentary: Prevalence, Predictors, and Treatment of Imposter Syndrome: A Systematic Review

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Article Info

Article Notes

Received: June 30, 2020

Accepted: August 24, 2020

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Keywords:

Imposter syndrome
Impostor syndrome
Behavioral Health
Occupational Health

Introduction

Imposter syndrome is a condition that describes high-achieving individuals who, despite their objective successes, fail to internalize their accomplishments and have persistent self-doubt and fear of being exposed as a fraud or impostor¹. Individuals struggling with imposter syndrome do not attribute their performance to their actual competence, instead ascribe their successes to external factors such as luck or help from others while considering setbacks as evidence of their professional inadequacy².

In December 2019, we published the first systematic review of the published literature on imposter syndrome³. In that study, we evaluated the 62 peer-reviewed studies of 16,161 individuals with imposter syndrome published between January 1966 and May 2018³⁻¹⁴. Initially described by psychologists Clance and Imes in 1978 among high-achieving professional women¹, we sought to evaluate the evidence from the subsequent four decades of published literature on the prevalence of imposter syndrome in employed populations, characterize its relationship to workplace performance and burnout, describe common co-morbidities, and determine the most effective treatments for populations suffering from imposter symptoms.

The purpose of this commentary is to highlight the key findings of our previously published meta-analysis³ and discuss those results in light of the current COVID-19 pandemic and national discussion regarding racial equality.

Prevalence of Imposter Syndrome

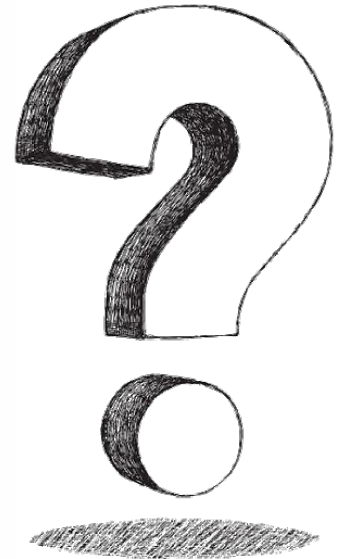
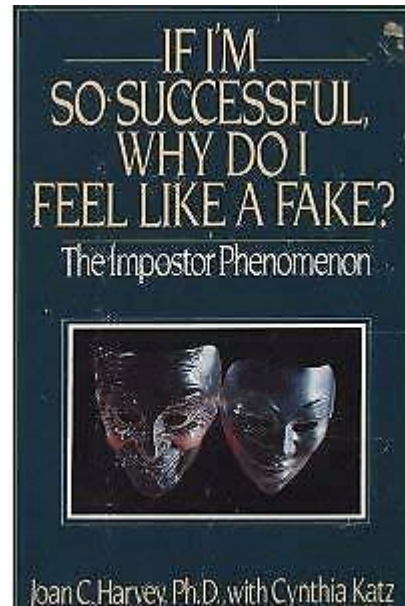
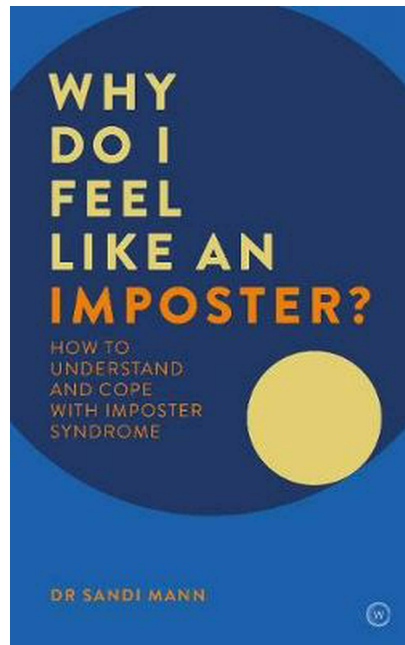
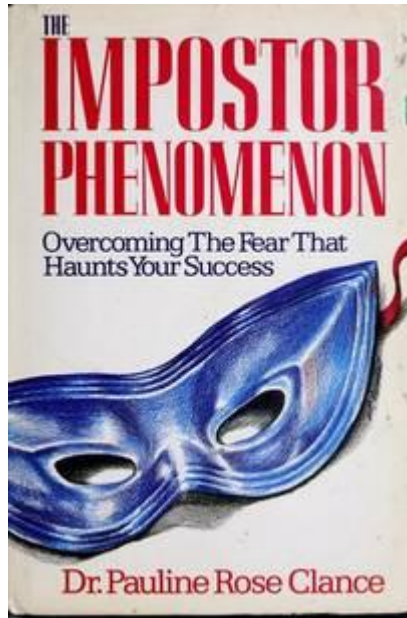
The published literature on imposter syndrome is comprised exclusively of evaluations of cohorts to assess the prevalence of imposter syndrome and describe their psychiatric and psychological co-morbidities¹. The prevalence of imposter syndrome varies widely from 9% to 82%, largely depending on the recruitment strategy for the study (e.g., population-based evaluations, studies of students), screening tool used (e.g., Clance Imposter Phenomenon Scale¹⁵, Harvey Impostor Phenomenon Scale¹⁶) and cutoff used to assess symptoms¹. The literature on the prevalence of imposter syndrome may be subject to publication bias (i.e., tendency of journals to publish studies with positive findings rather than negative findings) since all of the peer-reviewed studies reported some participants endorsing imposter feelings¹.

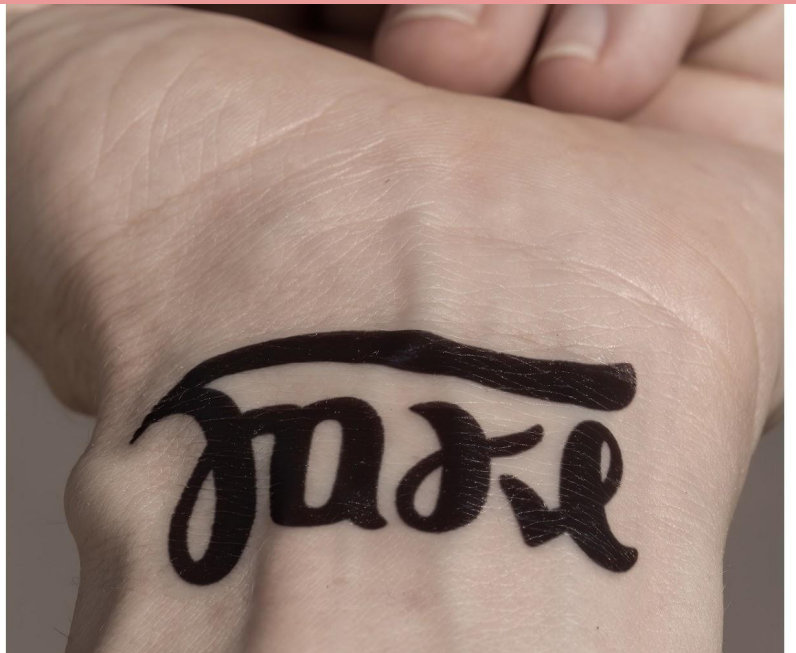


Published: 17 December 2019

Prevalence, Predictors, and Treatment of Impostor Syndrome: a Systematic Review

by Dena M. Bravata MD, MS, et. al.) *Journal of General Internal Medicine*





Is it just me or...?

- Talk to YOUR mentors
- Recognize YOUR expertise
- Remember what YOU do well
- Realize no one is perfect
- Change your thinking
- Talk to someone who can help

Here's what we can do for ourselves
and each other....



"You Is Smart,

You Is Kind,

You Is Important."

- Aibileen Clark in *The Help*

as portrayed by triple threat

actress, Ms. Viola Davis

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SALAMAT PO
(THANK YOU)