

IMPOSTOR SYNDROME

EMBRACING YOUR TRUTH AND HELPING LEAD CHANGE FOR ALL



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OUR PLAN FOR THE HOUR...

- Review Learning Outcomes
- Introductions & Community Builder
- Engagement Activity (ABSORB)
- Group Share/Debrief (DO)
- Next Steps & Practical Application (CONNECT)
- Open Q&A



LEARNING OUTCOMES

Participants will...

- Be informed on the definition of Impostor Syndrome
- Hear personal and professional experiences of UW staff on their journey with experiencing impostor syndrome and the lessons that accompanied it
- Work with fellow participants to listen and share how they may have been impacted by impostor syndrome
- Understand strategies of embracing your uniqueness and working as leaders to address the culture of impostor syndrome on campus and beyond

INTRODUCTIONS
&
COMMUNITY
BUILDER

slido



“What word(s) come to mind when you hear ‘impostor syndrome’?”

① Start presenting to display the poll results on this slide.

WHAT IS IMPOSTOR SYNDROME?



OUR STORIES AND
LESSONS...

ARTICLE READ AND DIALOGUE



- Independently, take **five minutes** to read the printed article titled, “*Dare to Lead: How Administrators Can Overcome Impostor Syndrome*”
- Make note of anything that resonates with you or sparks curiosity

ARTICLE READ AND DIALOGUE CONTINUED

- At your table, discuss the following:
 - What stood out for you from the article?
 - What questions came up for you?
 - What idea(s) arose to prevent impostor syndrome for ourselves and others?
- At the end of the allotted time, share with the larger group a theme/lesson/idea that arose

SO, WHY DOES ALL OF
THIS MATTER?

AND...WHAT CAN ~~YOU~~
WE DO ABOUT IT?

WHAT CAN WE DO ABOUT IT?



Change the individual

- Celebrate successes
- Cultivate self-compassion
- Let go of perfectionism
- Be honest with yourself about failures and mistakes
- Look at the facts; education level, experiences, relationships, etc.
- Let go of perfectionism
- Accept and embrace it
- And more!

Change the environment/culture

- Provide safe/brave spaces for sharing
- Share your experiences with others; especially when leading teams
- Prepare individuals for leadership roles; especially interim or higher level positions
- Provide adequate training & onboarding for new and newly promoted staff
- Create clear pathways and resources for professional growth & development
- What else?

WHAT ARE SOME KEY TAKEAWAYS?

Impostor syndrome...

- Is real and impacts many
- Is created by larger systems of oppression
- Is an individual experience based on the person, and how we **view ourselves**
- Can be managed with intentional action and support
- Best to defeat by being your authentic self!!

QUESTIONS?



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THANK YOU!

SOURCES REFERENCED/USED

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www.apa.org/monitor/2021/06/cover-impostor-phenomenon

www.chronicle.com/article/dare-to-lead-how-administrators-can-overcome-impostor-syndrome