Battling Impostor Syndrome in the Workplace
#LISImpostors
Hello from your presenters!

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Learning Outcomes

- Identify impostor syndrome and its causes
- Successfully coexist with impostor syndrome
- Build self worth
- Recognize barriers caused by impostor syndrome when job hunting, interviewing, and onsite
Audience Poll

Which best describes you?
A. New librarian/library staff
B. Library school student
C. Mid-career librarian
D. Mid-career staff
E. Administrator
F. Other
Audience Poll

What brings you here today?
A. Seeking tips for thriving with impostor syndrome
B. Seeking information to support my staff
C. Just interested in the topic
D. Looking to share experiences and connect with others
E. Other: Chat us!
What is Impostor Syndrome?
The feeling that you are a fraud or unqualified for the work you are already doing - faking it - and may be found out at any moment.
1 in 8

library staff* experience the impostor phenomenon

From 2014 study done by Clark, Vardeman, & Barba with 343 North American respondents
Personal Causes

- Self-criticism
- Social anxiety
- High level self-monitoring
- External pressures
Cultural/ Societal Causes

Intersections of power and agency

- Economic inequalities
- Sexism
- Ableism
- Ageism
- Racism
- Vocational Awe
Share

Chat one example of impostor syndrome in professional career.
How is this connected to the social issues we discussed?
Results of Impostor Syndrome

- We have less satisfaction in our lives
- We waste time over-preparing and worrying instead of doing good work and having fun
- We are less effective as colleagues
- We ask for less money
- We don't ask for challenges
- We don't ask for promotions or apply for jobs
Impostor Syndrome as a Learning Process

Key part of beginner knowledge and self awareness:

◎ Knowing what you don’t know
◎ Acknowledging that you have something to learn
◎ Professional humility
◎ Accountability to the profession and self
How to overcome Impostor Syndrome

◎ Talk about the issue with people you trust
◎ Ask your friends what they think of you
◎ Watch your words, they influence how you think (e.g. Avoid saying “no problem”)
◎ Teach others about your field
◎ Ask questions
◎ Build alliances
◎ Own your accomplishments
◎ Re-orient ourselves around your values and worth
More Tips for Next Steps

- Embrace it.
- Be okay with saying no.
- Stop comparisons.
- Make a plan of action.
- Learn how to take a compliment (and hold it!).
- Build a network to share your shames & successes.
How to empower staff members who experience impostor syndrome

- Intentional mentoring
- Accountability for colleagues
- Equity among labor practices
- Acknowledgement of excellence
- Pathways for development & support
- Encourage people
- Discourage hostility and bickering
- Eliminate hidden barriers to participation
- Show your own uncertainties and demonstrate your own learning process
Tips for Next Steps

While on the job market...

◎ Keep a list of accomplishments.
◎ Take the break from applying to jobs.
◎ Do it differently.
75%

Health Science Librarians reported that strategies for impostor syndrome were effective

From study done by Barr-Walker, Michelle B. Bass, Deb Werner, and Liz Kellermeyer with 703 respondents
Want to continue the conversation?

1. Join us at bit.do/LISImpostorsSlack

2. For slides, check out bit.do/LISImpostor

3. Attend Avramcamp 2018

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Credits


Resources for Presentation

Slide carnival Puck theme: https://www.slidescarnival.com/puck-free-presentation-template/371

W3C color checker: https://webaim.org/resources/contrastchecker/
Thank You!
Questions?

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