HELP! AM I A LIBRARIAN,  
OR AM I AN IMPOSTER?  

THE CAT AMONG THE PENGUINS

UHMLG SUMMER FORUM 2019

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Despite his parents’ reassurances, Bill couldn’t shake the nagging suspicion he might be adopted.
MENTIMETER: THREE WORDS TO DESCRIBE IMPOSTOR SYNDROME

- GO TO WWW.MENTI.COM AND USE THE CODE 57 23 16
STAND UP SIT DOWN

ALL STAND UP >

1) SIT DOWN IF YOU'VE FELT LIKE AN IMPOSTER AT WORK IN THE LAST YEAR
2) SIT DOWN IF YOU'VE FELT LIKE AN IMPOSTER AT WORK IN THE LAST FIVE YEARS
DEFINITIONS

• SHOUT THEM OUT – WE’LL WRITE THEM DOWN!
impersonator, n.

Pronunciation: Brit. /ɪmˈpɜːstər/, U.S. /ɪmˈpɜːstər/


Frequency (in current use): ⬤⬤⬤⬤⬤

Etymology: < French imposteur (16th cent.) = Spanish impostor, Portuguese impostor, Italian ... (Show More)

One who imposes on others; a deceiver, swindler, cheat; now chiefly, one who assumes a false character, or passes himself off as some one other than he really is.
**Impostor syndrome** n. the persistent inability to believe that one's success is deserved or has been legitimately achieved as a result of one's own efforts or skills; cf. earlier **Impostor phenomenon** n. at Additions.

1982 Vogue Dec. 109/1 Instead of brooding about the matter, Hirschfeld used her training to see how other women felt and where the 'imposter' syndrome might come from.

2005 Globe & Mail (Toronto) 27 Apr. 47/3 'It was one of the more acute attacks of impostor syndrome that I've had,' he said yesterday.

2017 Northwest Asian Weekly (Seattle) (Electronic ed.) 18 Mar. 11 There might be a lot of impostor syndrome going on here as well where women may have something useful to say, but will immediately assume that their message isn't important.

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**Impostor phenomenon** n. orig. Psychology the persistent inability to believe that one's success is deserved or has been legitimately achieved as a result of one's own efforts or skills.

The more common term is now impostor syndrome.

1978 P. R. CLANCE & S. A. IMES in Psychotherapy 15 242/2 We have been amazed at the self-perpetuating nature of the impostor phenomenon.

1984 N.Y. Times 11 Sept. c1/1 Victims of the impostor phenomenon persist in believing they are less qualified than their peers.

2005 Daily Tel. (Sydney) (Nesis) 10 Sept. 20 The impostor phenomenon does not only apply in the workplace and has been noted to affect students.

2014 Financial Times (Electronic ed.) 15 Feb. 20 Arguments rage about the causes of impostor phenomenon.
From the literature...
### TABLE 12
#### IP Scores and Longevity

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Mean Score</th>
<th>SD</th>
<th>B</th>
<th>T</th>
<th>p</th>
</tr>
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<tbody>
<tr>
<td>Under 3 years</td>
<td>35.21</td>
<td>14.95</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3–6 years</td>
<td>29.94</td>
<td>13.1</td>
<td>5.27</td>
<td>2.136</td>
<td>.033</td>
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<tr>
<td>6–10 years</td>
<td>26.02</td>
<td>11.16</td>
<td>9.19</td>
<td>3.80</td>
<td>&lt;.001</td>
</tr>
<tr>
<td>10–20 years</td>
<td>28.53</td>
<td>11.50</td>
<td>6.68</td>
<td>3.07</td>
<td>.002</td>
</tr>
<tr>
<td>Over 20 years</td>
<td>25.90</td>
<td>11.31</td>
<td>9.31</td>
<td>4.44</td>
<td>&lt;.001</td>
</tr>
</tbody>
</table>
RAKESTRAW (2017)

Figure 1
Imposter Cycle of Success and Self-Doubt/Fear

1. Assigned project or task
2. Fear of discovery as fraud
3. Choose coping mechanism (e.g., overwork)
4. Successful completion of project or task
5. Belief that success due to Imposter behavior (e.g., overwork)
RAKESTRAW (2017) - 5 MANIFESTATIONS

- WORKAHOLIC IMPOSTERS
- LUCKY DUCK IMPOSTERS
- CON ARTIST IMPOSTERS
- CHAMELEON IMPOSTERS
- PROCRASTINATING IMPOSTERS
TASK 1

- Talk in pairs for five minutes about your experiences of imposter syndrome
TASK 2

• ALL STAND UP AND MOVE AROUND!
• TALK IN GROUPS OF 5 FOR FIVE MINUTES ABOUT THE DANGERS TO MENTAL HEALTH
TASK 3

• EACH GROUP WILL GET ONE OF THE SIX PERSPECTIVES ON IMPOSTOR SYNDROME TO TALK ABOUT
• (WAIT FOR ELI AND TOM TO HAND OUT THE SHEETS WITH THESE ON ‘EM)
• PLEASE TAKE NOTES ON THE FLIPCHART PAPER AT YOUR TABLES
• FIVE MINUTES! WORK FAST!
REPORTING BACK TIME

• ELI AND TOM WILL TAKE NOTES TO CAPTURE THE MAIN POINTS!
MENTIMETER: THREE WORDS TO DESCRIBE IMPOSTOR SYNDROME (NOW THAT YOU’VE THOUGHT ABOUT IT IN NICE, COSY, SAFE ENVIRONMENT)

• GO TO WWW.MENTI.COM AND USE THE CODE 55 53 36
THANK YOU FOR YOUR ATTENTION

- MESSAGES OF PRAISE SUPPORT COMPLAINTS FEEDBACK MONEY CHOCOLATE FLOWERS TO
  @TOMROPER
  @ELIHARRISS

SEE LINKS ON HANDOUT FOR HELPFUL TIPS FROM THE LITERATURE, AND THE ALL-IMPORTANT REFERENCES
DAY 20 - THE NATIVES HAVE ACCEPTED ME AS ONE OF THEIR OWN

FREELY AVAILABLE AT: HTTPS://VETERINARYRECORD.BMJ.COM/CONTENT/184/19/598.LONG
PICTURE CREDITS AND LINKS

-HTTPS://WWW.PINTEREST.CO.UK/PIN/221591244139227345/
-HTTPS://OED.COM/VIEW/ENTRY/92613?REDIRECTEDFROM=IMPOSTOR#EID
-HTTPS://OED.COM/VIEW/ENTRY/92613?REDIRECTEDFROM=IMPOSTOR+SYNDROME#EID1223389350
-HTTPS://KNOWYOURMEME.COM/PHOTOS/1162739-CATS
-HTTPS://VERYFUNNYPICS.EU/PENGUIN-CAT/
KEY REFERENCES


