

# Imposter Syndrome

*You're only here because of luck*

**Raise your hand if the following  
statement has crossed your mind  
while considering a career transition**

YOUR THOUGHTS WHEN SOMEONE SAYS THAT  
YOU WOULD BE GOOD FOR A JOB/ROLE/TEAM:



- WHAT?
- WHY?
- HAVE YOU MET ME?
- MAYBE THEY'RE JUST TRYING TO BE NICE

# What is Imposter Syndrome?

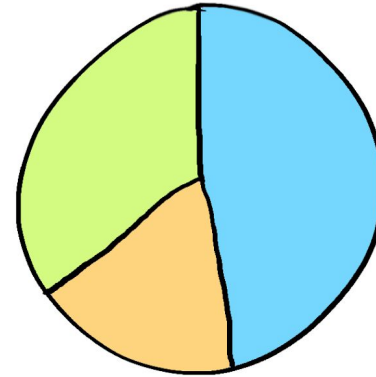
Wicks (1995) and Clance, Dingman, Reviere, and Stober (1995) found Impostorism occurred across different cultures. It is estimated that 70% of people will experience at least one episode of this Impostor Phenomenon in their lives (Gravois, 2007). Harvey (1981) asserted that anyone can view themselves as an impostor if they fail to internalise their success and this

**im·pos·tor syn·drome** *noun*

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.

# Who Does it Affect?

- Men
- Women
- CEOs
- Professors
- Lead Engineers
- Celebrities
- Data Scientists
- Basically, **everyone** who is high achieving and self-aware



- PEOPLE WHO GET IMPOSTER SYNDROME
- OTHER PEOPLE WHO GET IMPOSTER SYNDROME
- LITERALLY EVERYONE ELSE (THEY ALSO GET IMPOSTER SYNDROME)

EVERYONE FEELS LIKE AN IMPOSTER  
SOMETIMES, AND THAT'S OKAY

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When I won the Oscar, I thought it was a fluke. I thought everybody would find me out and they'd take it back: "Excuse me, we meant to give that to someone else. That was going to Meryl Streep."

Jodie Foster

"There are still days when I wake up feeling like a fraud, not sure I should be where I am."

Sheryl Sandberg



*I have written eleven books, but each time I think, "Uh oh, they're going to find out now. I've run a game on everybody and they're going to find out."*

*Maya Angelou*

# How Does it Show Up?

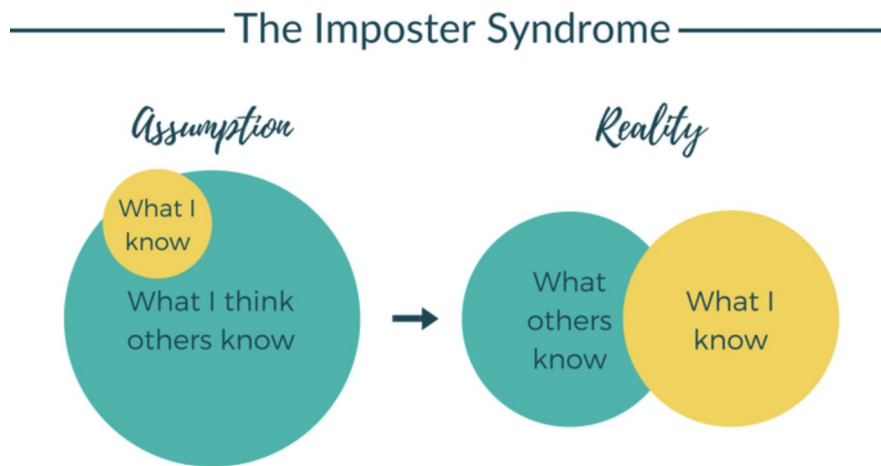
- Self-imposed limitations on exploring new experiences
- Spending more time solving problems than preventing them
- Suffering from decision-making paralysis or procrastination: to avoid making the wrong decision, you just won't
- Too much “fake it ‘til you make it”
- Intense fear of failing, making a mistake, or receiving negative feedback
- At its worst, it can lead to clinical levels of depression and anxiety
- Not applying for Insight!

**How might Imposter Syndrome limit or stop you from accomplishing what you want in your life and career?**



# How to Counter Imposter Syndrome?

- Recognize & call it out!
- Share & collaborate
- Remember nobody is an expert in everything AND all of you are experts in something
- Make decisions! Even “bad” ones
- Cultivate an environment of **psychological safety**



# What is Psychological Safety?

A shared belief that:

- The team is safe for risk taking.
- You won't be humiliated for speaking up with ideas, questions, concerns, or mistakes.
- It's okay to try new things and experiment, especially when doing cutting-edge work!



# How to Create Psychological Safety?

- Acknowledge there is enormous interdependence in your success.
- Embrace that challenges are mistakes and aren't "wrong".
- Cultivate an attitude and environment of curiosity.
- Admit when you don't know something and your weaknesses.

- 1) What is 1 skill/trait you have felt Imposter Syndrome about?**
- 2) What is 1 skill/trait that you feel confident in and could teach your peers?**

**Questions?**

# Thank You!

The next deadline is **March 23rd** for  
**Summer sessions starting May 26th, 2020**

**Apply Now:**

**<https://apply.insightdatascience.com>**

# Additional Resources

- <https://towardsdatascience.com/how-to-manage-impostor-syndrome-in-data-science-ad814809f068>
- <https://towardsdatascience.com/real-data-scientists-have-impostor-syndrome-2fe8c0cf2e8f>
- <https://cheekyscientist.com/imposter-syndrome-industry-careers-for-phds-podcast/>
- <https://caitlinhudon.com/2018/01/19/imposter-syndrome-in-data-science/>
- [https://brohrer.github.io/imposter\\_syndrome.html](https://brohrer.github.io/imposter_syndrome.html)
- <https://news.ycombinator.com/item?id=16122792>
- <https://medium.com/deliberate-data-science/12-things-i-wish-id-known-before-starting-a-s-a-data-scientist-45989be6300e>