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?

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.
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

“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

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

Sheryl Sandberg
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/real-data-scientists-have-impostor-syndrome-2fe8c0cf2e8f
- https://brohrer.github.io/imposter_syndrome.html
- https://news.ycombinator.com/item?id=16122792