**Program Imposter Phenomenon**

**9.30 a.m. Introduction**

* Good morning + introduction
* *What do you associate with the imposter syndrome?*
* Explain about the imposter phenomenon
  + - It talks about individuals doubting their accomplishments, skills or talents. There is a fear of being exposed.
    - The word 'syndrome' is somehow to heavy as it is more about having feelings of not deserving to work or be at a certain place.

**What is the Imposter phenomenon**

Imposter syndrome, also known as imposter phenomenon or fraud syndrome, refers to a psychological pattern in which individuals doubt their accomplishments, skills, or talents and have a persistent fear of being exposed as a "fraud" or "imposter." Despite evidence of their competence and achievements, people experiencing imposter syndrome feel that they don't deserve the success they have attained and attribute it to luck, timing, or other external factors.

Everyone has it, recognises it. We know professors who suffer from it. Even Einstein suffered from it. Syndrome is too big a word. To call it a syndrome is to downplay how universal it is. It's not a disease. There has been a push in recent years to refer to feeling like an imposter as the Imposter Phenomenon rather than Imposter Syndrome. This is because the use of “syndrome” is typically used to describe a long-term and pervasive medical condition and it is therefore incorrect to use this definition. It isn’t necessarily tied to depression, anxiety, or self-esteem.

**9.45 a.m. Identifying imposter thoughts**

* Choose a picture that reminds you of you or somebody else having feelings of being an imposter. Try to think of an anecdote or situation that you can describe.
* Make groups of 3 or 4.
* Share why this picture and explain what the imposter thoughts/feelings are.
* Discuss plenary: **What are your imposter thoughts or feelings?**
* There are 6 factors that contribute to you having these thoughts.
* Discuss factors that contribute to Imposter phenomenon FACTORS CONTRIBUTE

**10.20 a.m. Exercise Attribution error & Accepting compliments**

* Take 10 minutes: participants write two short success stories.
* Make groups of 3.
* Share your success stories at one.
* Others listen and give others feedback about the qualities they have heard in these stories. Provide at least 2 compliments.
* Enjoy that feedback and note down the compliments.
* Discuss plenary: **How did it go / which compliments / how did you receive them?**
* When receiving a compliment, it can be easy to be self-deprecating and laugh/joke about how we don’t really deserve the recognition we are receiving. Next time you get given a compliment, try saying “thank you”.
* Write down
  + five things you are proud of
  + your five top skills.
* Plenary exchange.

**10.55 - 11.05 Short break**

**11.05 a.m. Discussion: Compare with others**

Comparing yourself to others all the time can be very demotivating and a big contributing factor to imposter feelings. It is however very common.

*When are you tempted to compare yourself and how do you take actions to avoid this?*

We are quick to compare ourselves to others and then it can seem that others are more successful. Particularly in a PhD trajectory where much is still unclear, there are few concrete milestones, the goal will not be reached for another four years and, moreover, little good positive feedback is given, it is obvious to compare yourself to others and therefore consider yourself less successful. But that also holds true for the whole of academia.  
  
10 Actions you can take to stop the comparing. CURB COMPARISON

**11.20 a.m. Tips and future actions**

* We have 10 tips to beat the imposter syndrome.
* Note down two actions you will take to help yourself or someone else related to feelings of being an imposter.
* Any questions?

**11.25 a.m. End + Evaluation**

Eventueel wanneer online:

<https://www.ted.com/talks/elizabeth_cox_what_is_imposter_syndrome_and_how_can_you_combat_it>

**Speciaal voor promovendi**Realise that the fact that you were accepted for your PhD program means that you have a proven track record of being able to think independently, conduct research, and have the background knowledge to succeed. That’s right—you already have all the skills you need to complete your PhD. To be frank, if you were not capable, your PhD Supervisor would not take you on as a student because their time is valuable to them.