

#WomanExpert'sView

Impostor Syndrome

What is it and
how do you
overcome it?

MARCELA KOŚCIAŃCZUK

Psychologist and psychotherapist



PinkPuma

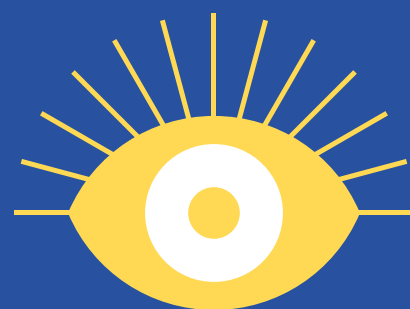


#WomanExpert'sView

The term **impostor syndrome** or **phenomenon** was first used in an article by Pauline Rose Clance and Suzanne Imes in 1978.



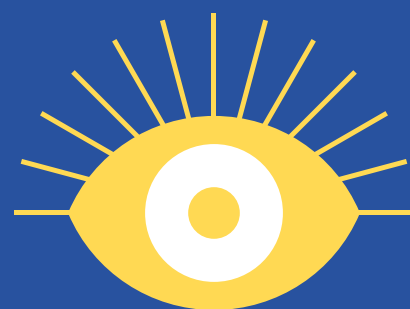
https://www.paulineroseclance.com/pdf/ip_high_achieving_women.pdf [accessed 21.02.2024]



#WomanExpert'sView

This was their term for an attitude held by women in top positions who expressed huge doubts in their abilities.

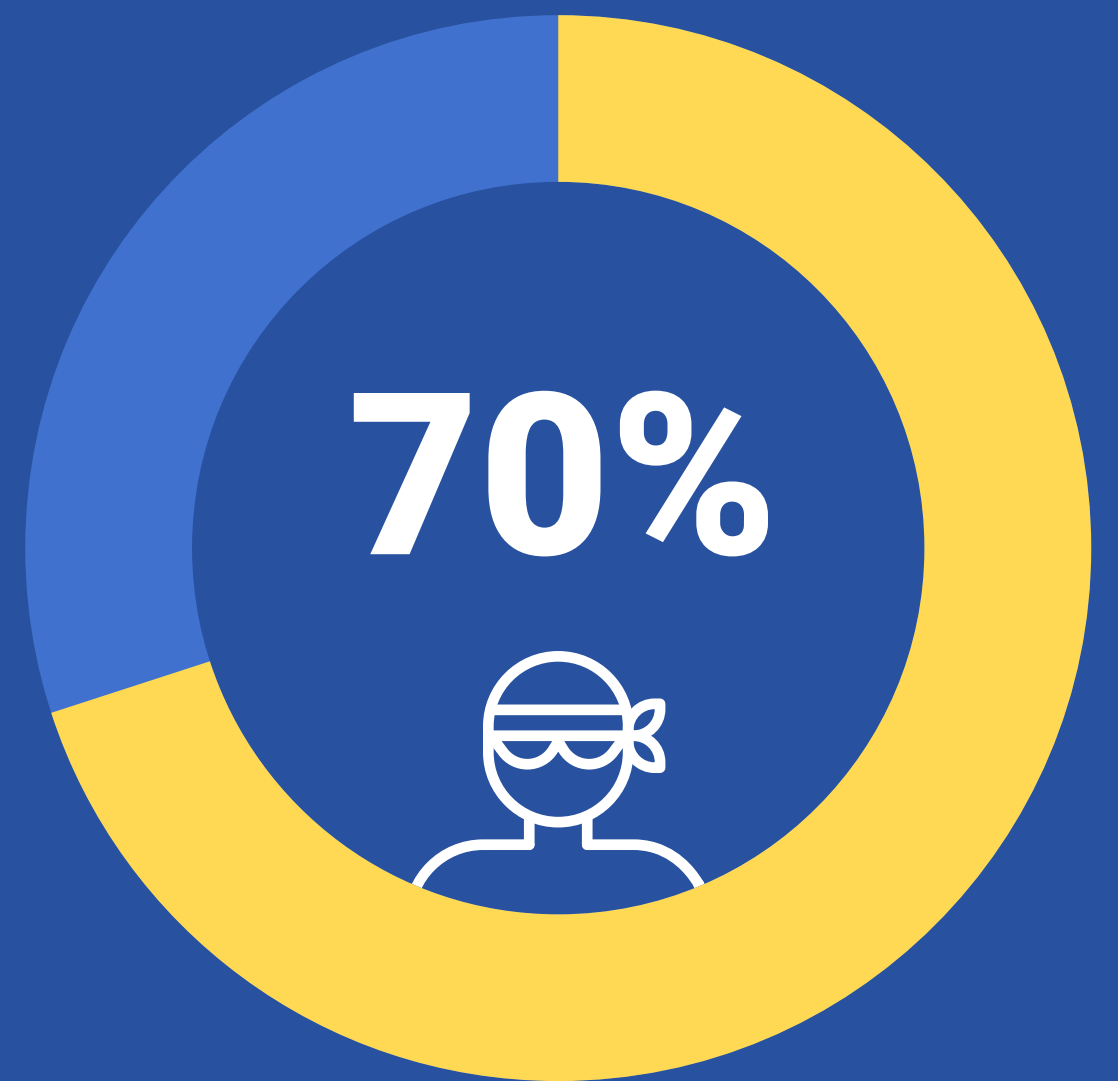
They also felt the need to constantly confirm their value on the labour market.



#WomanExpert'sView

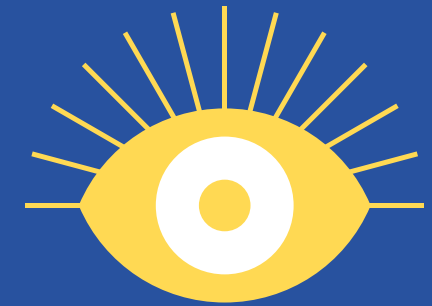
However, impostor syndrome is not limited to women only.

It was experienced by around 70% of surveyed persons from various populations.



Gravois J. (2007). You're not fooling anyone. The Chronicle of Higher Education, 54(11), A1

What does impostor phenomenon involve?



- doubting your competences
- underestimating your skills
- believing that you don't deserve the position you hold
- undermining your position, experience, education

#WomanExpert'sView

„Impostor syndrom“



I am always
insufficient.

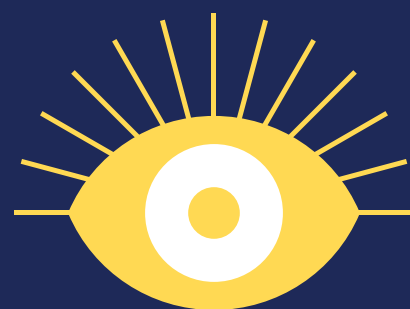
There's always
something I don't
know how to do.



Learn more!

In women, impostor syndrome is reinforced by:

- **girls' socialisation to be submissive and hardworking**
- **overt or hidden sexism and discrimination of women in certain professions and environments**





Learn more!

And also by:

- **offering lower wages to women and underappreciating female-dominated professions**



For this reason, further on we will focus on advice for women.



<https://www.forbes.com/sites/lucianapaulise/2023/03/08/75-of-women-executives-experience-imposter-syndrome-in-the-workplace/?sh=41cf75576899> [accessed 21.02.2024]

?

**How to
overcome
impostor
syndrome?**



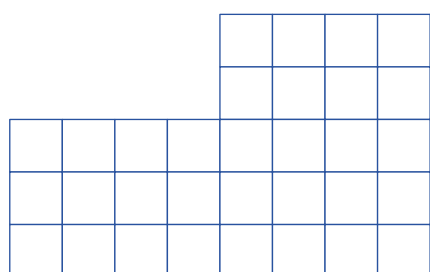
01

When you catch yourself experiencing impostor syndrome,

write down the facts!



- **What trainings have you completed? What education and/or experience do you have?**
- **What have you achieved so far? What have you done for your company, institution or own business?**



<https://www.apa.org/monitor/2021/06/cover-impostor-phenomenon>
[accessed 21.02.2024]

#WomanExpert'sView

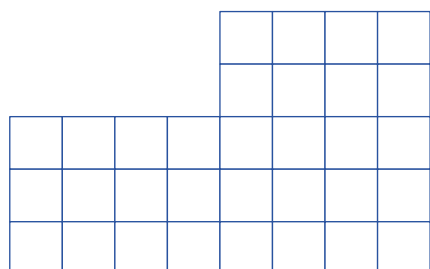
**Remember that in some sectors,
practical skills count more than
formal education!**



02

Find trusted people who are able to appreciate your value on the labour market. Don't hesitate to **reveal** your doubts to them.

Keeping them secret will usually exacerbate your feelings of worthlessness and loneliness.



<https://www.apa.org/monitor/2021/06/cover-impostor-phenomenon>
[accessed 21.02.2024]

03

Make note of difficult moments and let yourself **reach out for support.**

Business success is almost always the effect of cooperation and not a solo race!



<https://www.apa.org/monitor/2021/06/cover-impostor-phenomenon>
[accessed 21.02.2024]



04

Celebrate your successes and other important moments in your professional career.

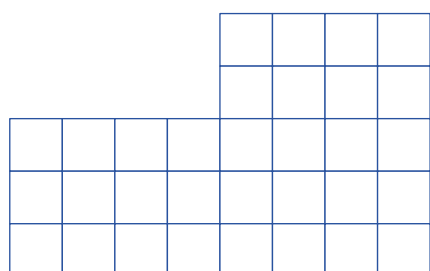
This will help both you and your colleagues appreciate those valuable high points.



05

Impostor syndrome is more common in people who tend to be **perfectionists**.

Maybe it would be worth working on that feature, for example in therapy or coaching sessions?



WOMAN EXPERT

Marcela Kościanańczuk

I am a psychologist and a psychotherapist.

I work in KOS – The Centre of Development,

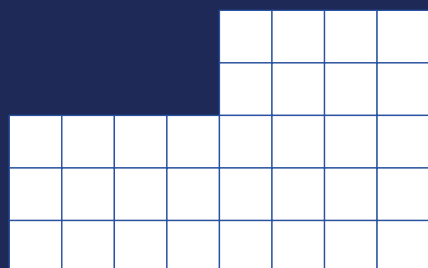
Therapy and Education Marcela Kościanańczuk.

I am also a habilitated doctor of cultural and

religious sciences. I am engaged in a qualitative

study on relating various phenomena in

modern culture to their psychological aspects.



MORE ABOUT ME:

<https://www.facebook.com/koscianczukpsychoterapia>



**Are you interested in
more tips and tricks?**

**Follow us
on LinkedIn!**



<https://www.linkedin.com/company/pinkpuma>



AUTHOR: **Marcela Kościańczuk**, CONCEPT AND EDITION: **Natalia Wajda**,
PROOFREADING: **Anita Rubaj**, GRAPHIC DESIGN AND TYPESETTING:
Natalia Wajda, TRANSLATION: **Krystyna Kupiszewska**
Poznań 2024 © **PinkPuma** <https://pinkpuma.pl/> All rights reserved