OUR HOUR
A Gathering for BIPOC in Public Media
This space is for us.
What is Impostor Syndrome?

“Impostor syndrome (or impostor phenomenon) describes high-achieving individuals who, despite their objective successes, fail to internalize their accomplishments and have persistent self-doubt and fear of being exposed as a fraud or impostor.”

Coined by the psychologists Dr. Suzanne Imes and Dr. Pauline Rose Clance
1. I do not deserve the role or position I have.
2. I do not deserve to celebrate my successes and accomplishments.
3. Most of my success is due to luck, not because of my talents and abilities.
4. I am not good enough to lead a project or a team.
5. My peers believe in me, but I have trouble believing in myself.
6. I am afraid people will find out I lack necessary knowledge and abilities or label me as a fraud.
7. I am discouraged when I do not receive praise for being “the best” or being “special”.
8. I recall my failures more than my accomplishments.
9. I do not have the right type or enough experience to apply for my dream job.
10. I compare myself and my abilities to others and believe others are more worthy of success and praise than me.
11. I shrug off recognition and accomplishments.
12. I fear I will not live up to other people’s expectations.
TYPES OF PEOPLE WHO CAN HAVE IMPOSTOR SYNDROME:

All the smart, successful people that you think have their shit together.

But why?

Upbringing
Personality
Life Experiences
Stereotypes
Institutionalized Discrimination

Image source: 23 Code Street, Medium
“For us, imposter syndrome isn’t just an imaginary voice in our heads. We can hear it loud and clear when we receive almost daily messages from society that we truly don’t belong.”

Impostor Syndrome Patterns

- Perfectionist
- Expert
- Natural Genius
- Soloist
- Superwoman/Superman

Source: Yes, Impostor Syndrome Is Real. Here's How to Deal With It, TIME Magazine
Let’s talk about it.

In your group please share:

• Your name and role in public media
• What information so far is resonating with you
We must ensure we are not crippled by these thoughts...

I don’t deserve to be here. I just got lucky.

She was just being nice. I’m not a natural.

I don’t belong here.
I am a phony human.

• Acknowledge → Dissect → Reframe

• It is OKAY to ask for HELP!

• Leaders: Observe your team & org culture

• Practice inner kindness
Group Discussion:

When it comes to making career moves, what can you do to diminish the effects of impostor syndrome?

Be prepared to share 1 or 2 items.
This is our time.

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