



# OUR HOUR

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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





## Have you ever felt or thought the following?:

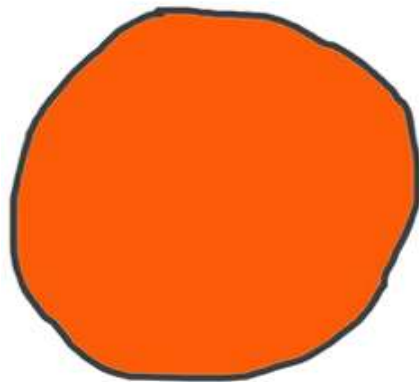
1. I do not deserve the role or position I have.
2. I do not deserve to celebrate my successes and accomplishments.
3. Most of my success is due to luck, not because of my talents and abilities.
4. I am not good enough to lead a project or a team.
5. My peers believe in me, but I have trouble believing 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.



**Upbringing**

**Life  
Experiences**

TYPES OF PEOPLE WHO CAN  
HAVE IMPOSTOR SYNDROME:



■ ALL THE SMART, SUCCESSFUL  
PEOPLE THAT YOU THINK  
HAVE THEIR SHIT TOGETHER

**Stereotypes**

**Personality**

But why?

**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.”

– Jolie A. Doggett, *Imposter Syndrome Hits Harder When You're Black*, *HuffPost*





# 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



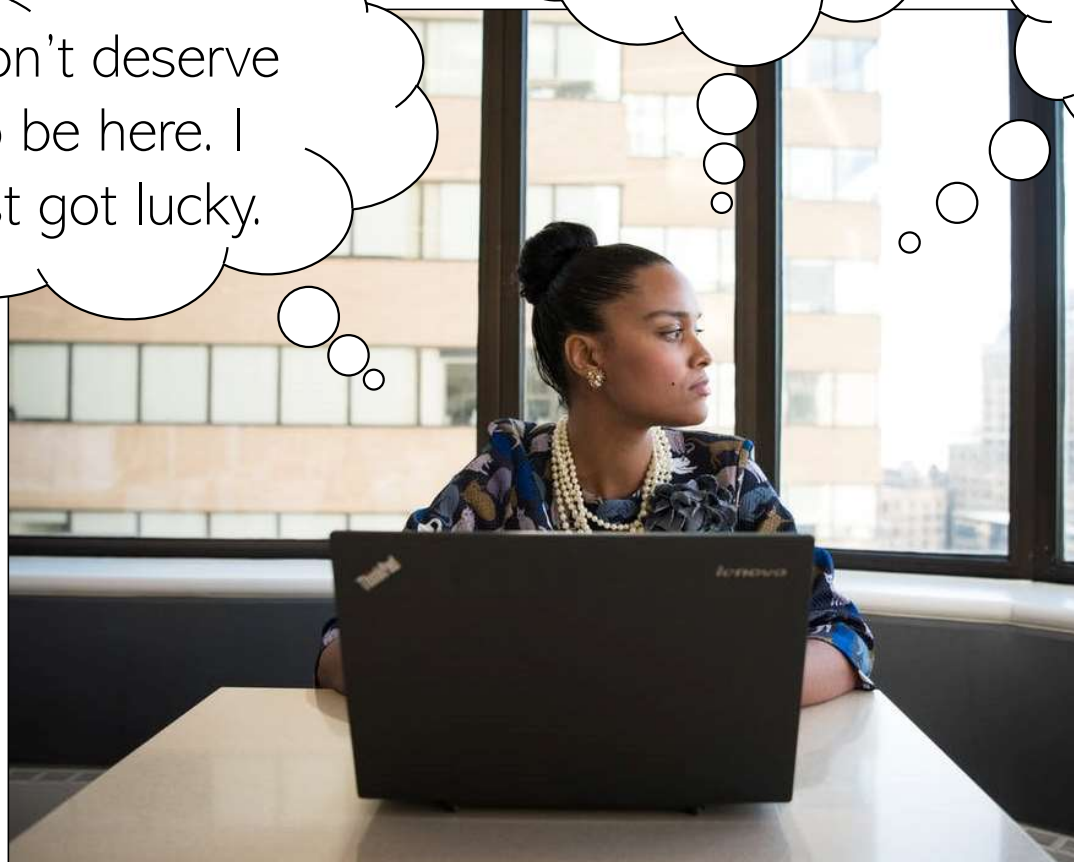


**We must ensure we are not  
crippled by these thoughts...**

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.



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# **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.

## Connect

- [Public Media People of Color on Facebook](#)
- [Public Media Professionals of Color on Slack](#)
- [Public Media Women in Leadership](#) - Mentorship Program!

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