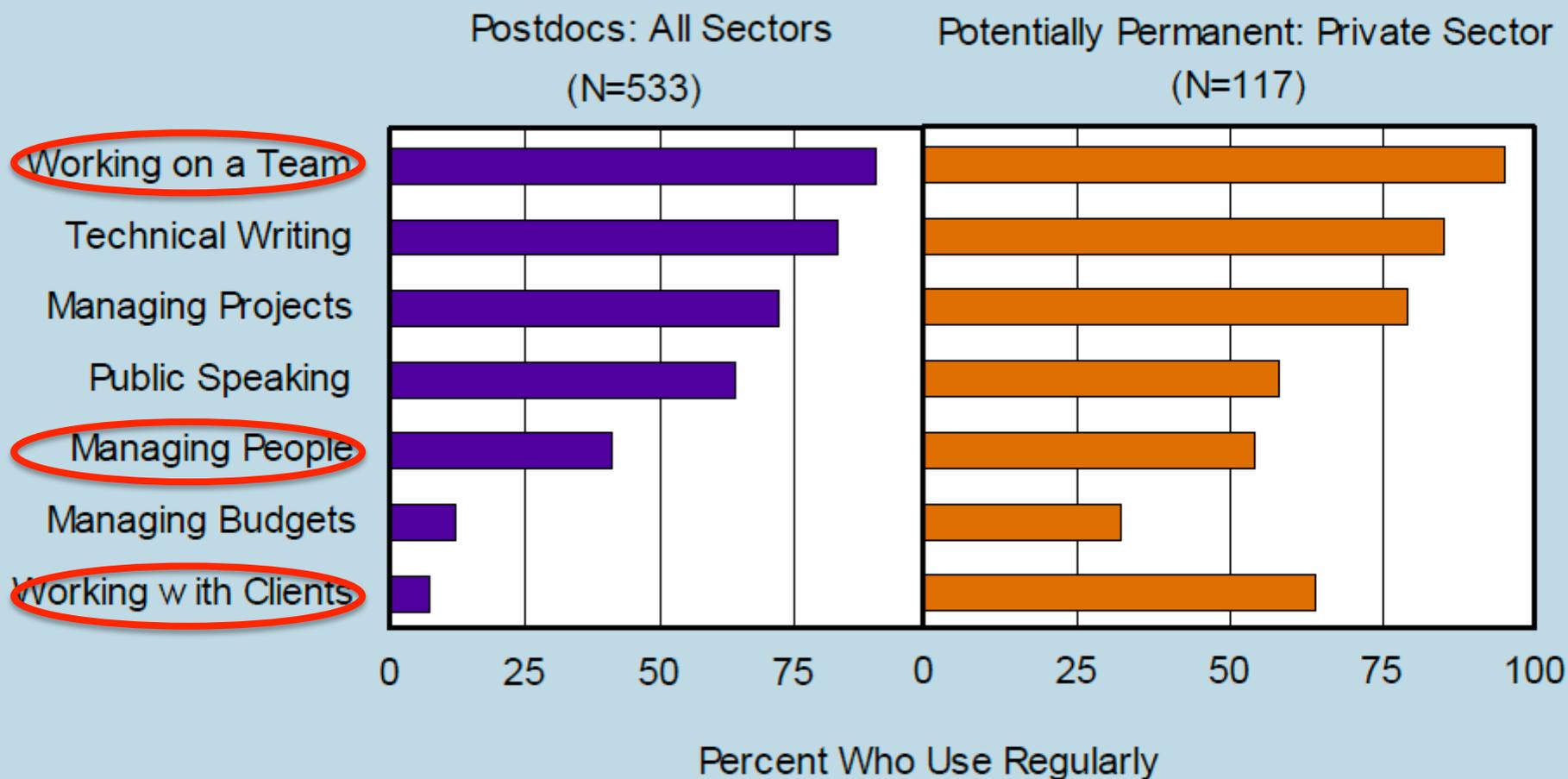


Interpersonal and Management Skills Regularly Used by New Physics PhDs, Classes of 2009 & 2010 Combined



Percentages represent the proportion of physics PhDs who chose “daily”, “weekly” or “monthly” on a four-point scale that also included “never or rarely”. Data only include U.S.-educated physics PhDs who remained in the U.S. after earning their degrees.

Langford & Clance, 1993

- The psychological experience of believing that one's accomplishments came about not through genuine ability, but as a result of having been lucky, having worked harder than others, or having manipulated other people's impressions, has been labeled the **impostor phenomenon** (Clance & Imes, 1978). This common pattern was first observed in **highly successful female college students and professionals** who, despite their accomplishments, were unable to internalize a sense of themselves as competent and talented.

- <http://paulineroseclance.com/pdf/-Langford.pdf>

Rate your agreement with the following on a 5-point scale

- I am at least as smart as my peers.
 - I am afraid others will discover how much knowledge or ability I lack.
 - I succeed because I work harder than others.
 - I succeed because of my high ability
- 1 – Strongly Disagree
2 – Mildly Disagree
3 – Neutral
4 – Mildly Agree
5 – Strongly Agree

Impostor Syndrome is defined as "an internal experience of intellectual phoniness despite external indications of success."

- Do you think you have been affected by Imposter Syndrome recently (past year or so)?

Yes, severely	Yes, mildly	Maybe/unsure	No/not really
3	2	1	0

- Do you think you've been affected by Imposter Syndrome in the past?

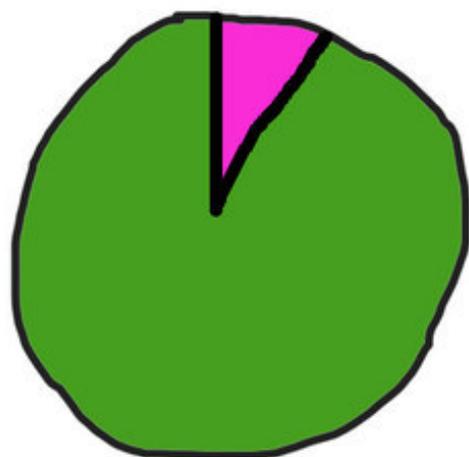
Yes, severely	Yes, mildly	Maybe/unsure	No/not really
3	2	1	0

- What fraction of people in your professional community would you guess are affected by Impostor Syndrome?
- <20 % - very few
- 20-40 % - significant minority
- 40-60% - about half
- 60-80% - most
- 80-100% - nearly all

Imposter Syndrome

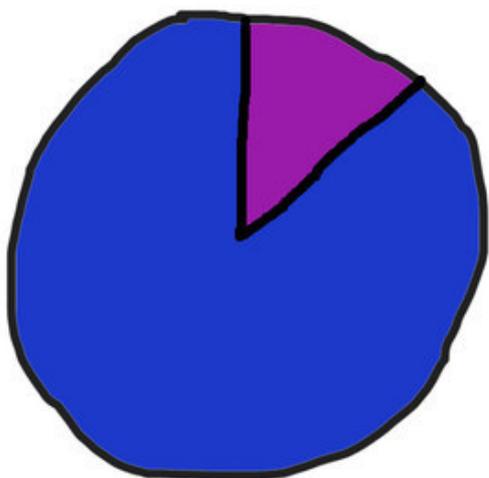
- Many surveys find ~75% of scientist have experienced Imposter Syndrome in the recent past.
- Many famous people suffer from it:
- Actors: Jodie Foster, Meryl Streep
- Writers: Maya Angelou
- Scientists: John Johnson, Harvard Astrophysics professor
- <http://sites.psu.edu/astrowright/2015/06/02/imposter-syndrome/>

ALL COMPLIMENTS YOU RECEIVE:



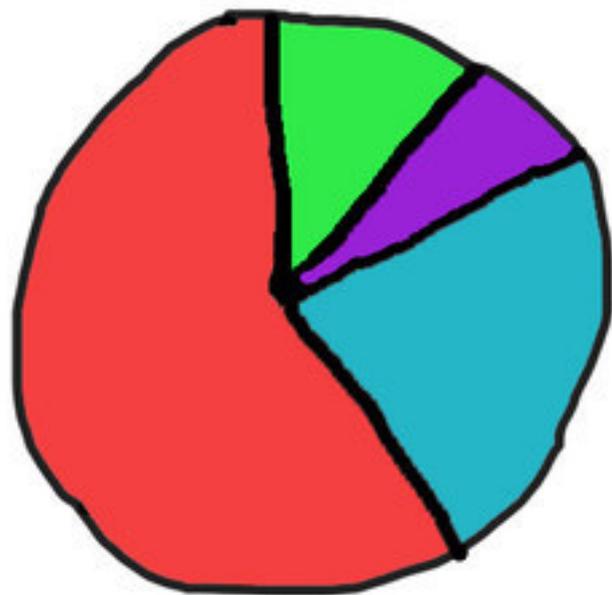
- FROM SOMEONE WHO IS LYING
- FROM NICE RELATIVES WHO DON'T KNOW WHAT THE HELL THEY'RE TALKING ABOUT

REASONS WHY YOU WON AN AWARD:



- AWARD WAS EXTREMELY EASY TO WIN
- AWARD WAS FOR PARTICIPATION

REASONS WHY A GOOD THING HAPPENED TO YOU:



UUHHHHHHH?

LUCK

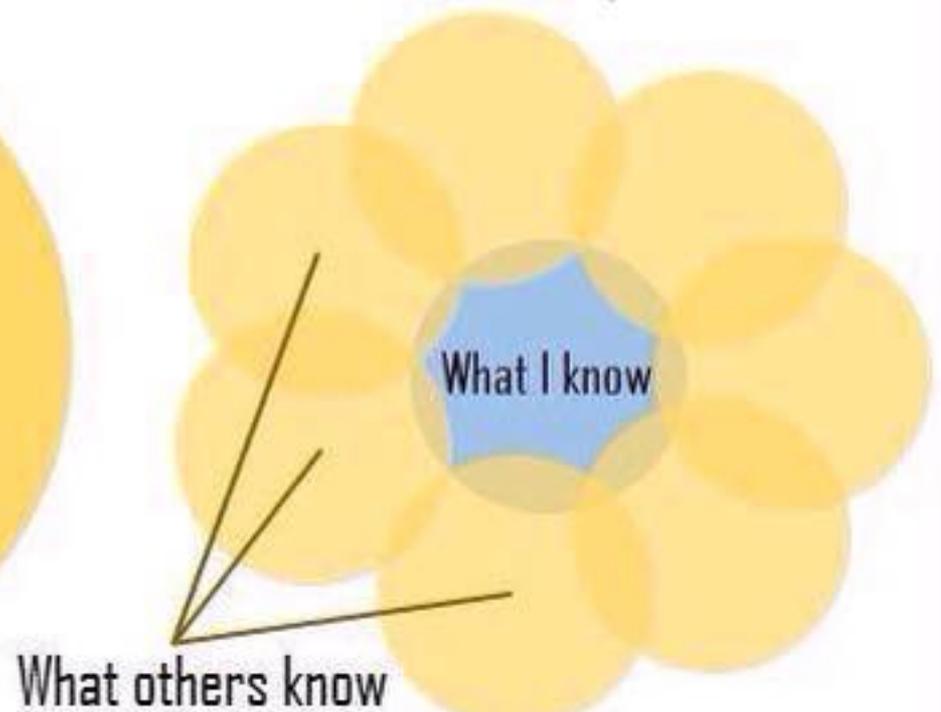
A MISTAKE

BECAUSE SOMETHING BAD
IS ABOUT TO HAPPEN

Imposter Syndrome



Reality



Cure with sports?

- Myth: Success in science lone geniuses who have lightbulb moments.
- Success in sports is people who work hard and practice a lot.
- Truth: Science is more like sports, practice and dedication, not innate “genius” is the key.
- <https://womeninplanetaryscience.wordpress.com/2012/04/05/fighting-back-against-imposter-syndrome/>

Tips to combat Imposter Syndrome

- Imposter Syndrome is not an innate, immutable personality trait – more like a habit that can be kicked
- Find supportive friends, family, and discuss imposter syndrome.
- Find supportive mentors and learn the habits of successful people
- Keep and review tangible evidence of success
 - Papers, grades, citations, accepta
- Keep a file of “thank you” or “good job” messages.
- Embrace imperfection

Other resources

- <http://thepostcalvin.com/bf-confessions-of-an-imposter/>
- <https://contemplativemammoth.wordpress.com/2012/04/25/how-i-cured-my-imposter-syndrome/>
- <http://womeninastronomy.blogspot.ca/2012/10/guest-post-by-john-johson-impostor.html>
- <https://docs.google.com/document/d/1YUn7smbfJRG2bKbumzv3140c3euL0hounKgyEjzqL4/edit?pref=2&pli=1>