

WOMEN IN LEADERSHIP

Missouri



THURSDAY
March 21, 2024

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Welcome!

**Please share your name, role, district, and
a celebration (personal or professional)**



INCLUSION ACTIVITY

Let's Chat



**In what role has
belonging
played in your
life?**

DEFINING IMPOSTER *Syndrome*

Share some characteristics of imposter syndrome.

What does it look like, sound like, feel like?

DEFINING IMPOSTER

Syndrome

Imposter cycle: An assignment, task or obstacle triggers feelings of self-doubt and fraudulence, leading individuals to either over-prepare or procrastinate.

Perfectionism: Wherein individuals hold themselves to unattainable standards. This kickstarts a cycle of self-criticism and self-blame.

Super-heroism: Characterized by a tendency to over-prepare in order to demonstrate one's competence and ability. This often leads to taking on more tasks and responsibilities in an effort to appear capable.

Fear of failure: Vulnerability to feelings of fear and anxiety over failing at a particular task. This may be driven by a fear of being discovered as fraudulent.

DEFINING IMPOSTER *Syndrome*

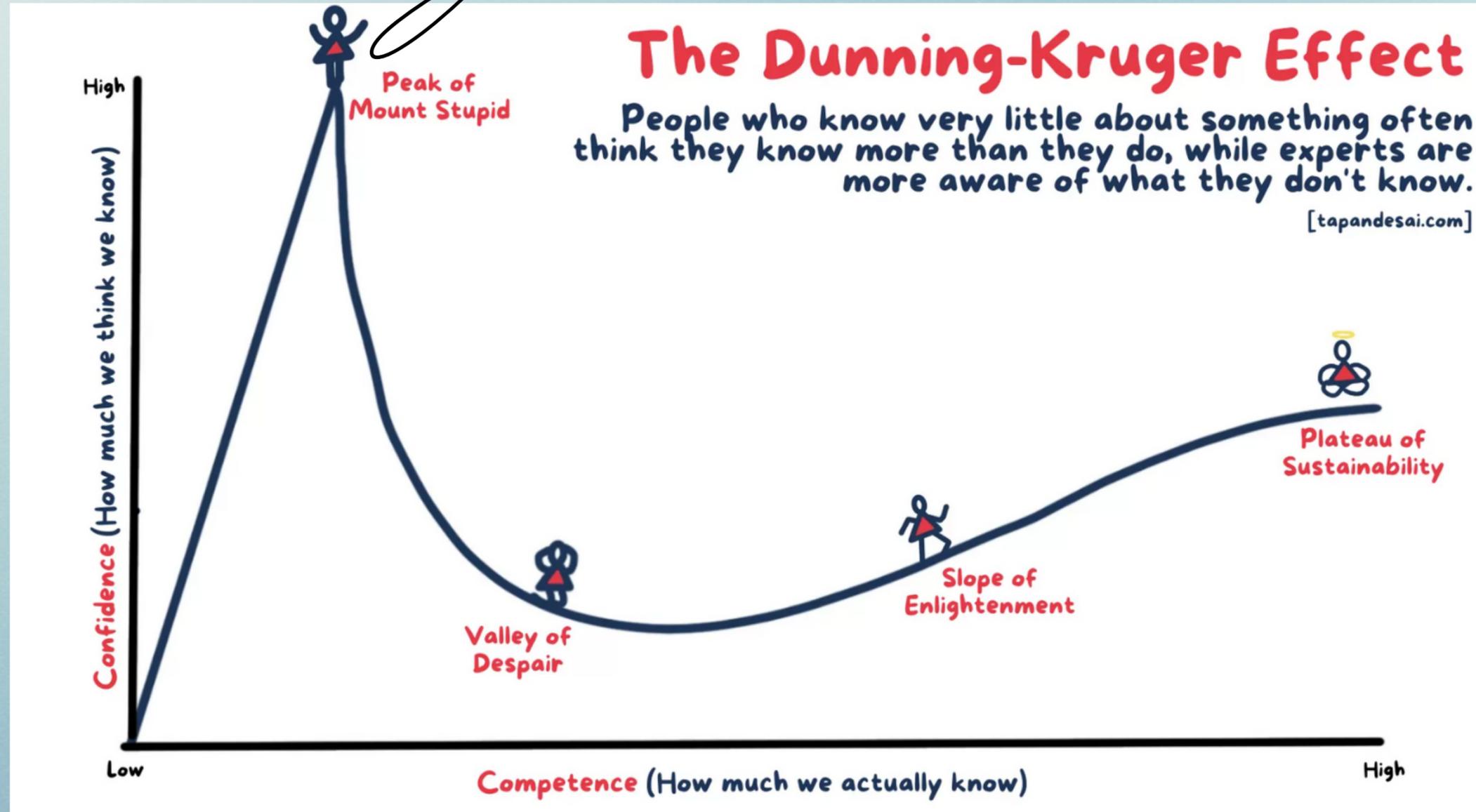
Denial of competence and capability: Often deny their achievements and abilities, instead chalking up past successes to chance.

Fear of success: May manifest as taking responsibility for all failures and denying success they've had in the past, as they may associate success with leading to higher expectations.



OVERCOMING IMPOSTER

Syndrome



We can't all be imposters, can we?

DR JESSAMY HIBBERD



OVERCOMING IMPOSTER *Syndrome*

SMALL GROUP DISCUSSION:

How is imposter syndrome different for men and women?

In your small group discussions, describe a time in which you experienced imposter syndrome.

What strategies did you use and what was most effective?

OVERCOMING IMPOSTER *Syndrome*

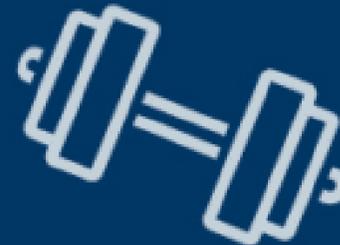
4 TACTICS FOR OVERCOMING **IMPOSTOR SYNDROME**



1. **LIST** your achievements.



2. **VALUE** your perspective.



3. **EMBRACE** your strengths.



4. **TALK** about your feelings.



Center for Creative Leadership

KEY *Takeaways*

How might you apply your learning from today?

Invitation: Create a success journal. List your achievements in one column and the strengths and skills that you used in the other.

Invitation: Develop a method to collect the overall frequency of imposter syndrome within your work community and identify the antecedent.



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