The Impostor Syndrome

GOTOams 2016,
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Agenda

- Impostor Syndrome – the gist
- Why am I talking about it?
- What is it?
- So what is good about it?

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Impostor Syndrome
The Gist
Did you ever feel like this?

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https://www.instagram.com/p/8tcAWOOkabO/
Everyone else is better than me. I am not as good as people think I am and I am going to be found out.

Why am I talking about it?
Why am I here?

I don’t know system’s theory – am I a proper agile coach?

What happens when people find out that I can’t speak?

I was lucky to be at ACCDE11

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So what is it?
Some Facts

* Described 1978 by clinical psychologists Dr. Pauline R. Clance and Suzanne A. Imes

* Definition: “high-achieving individuals marked by an inability to internalize their accomplishments and a persistent fear of being exposed as a "fraud"”

* Noticed high-achieving women tended to lack faith in intelligence and confidence

Results of Article

* Diligence
* Feeling of being phony
* Use of charm
* Avoiding display of confidence
* Burn-out & Sleep deprivation

@nativewired  https://en.wikipedia.org/wiki/Impostor_syndrome
More Words on it

* “If I can do it, then it can’t be hard”
* “I was lucky to be at that place at that time”
* “I don’t understand why others think so much of me – I am only me”
* “I am still missing doing x”

Inspired by “The Coach’s Casebook”

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So what is good about it?
Dunning-Kruger Effect

I say it's a fallacy that kids need 12 years of school! Three months is plenty!

Look at me. I'm smart! I don't need 11½ more years of school! It's a complete waste of my time!

How on earth did you get all the way to the bus stop with both feet through one pant leg?

I fell down a lot.

... Why? What's your point?

Nothing. I was just curious.

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The Dunning-Kruger Effect illustrates how individuals who lack expertise in a particular domain can be overconfident in their abilities, while those who are more knowledgeable are more likely to recognize their limits. The graph shows a learner's evolving confidence as they progress from novice to expert. Initially, a novice might think they understand a topic completely ("I once was blind and now I see"). As they learn more, they realize how much more there is to know ("Hm-m-m, there's more to this than I thought"). Midway through their education, they might feel overwhelmed ("Trust me, it's complicated"). Toward the end, they become more realistic, recognizing that they're still learning ("OK, it's starting to make sense"). This effect is named after Dunning and Kruger, who first described it in the 1990s.
I am not good enough for the Impostor Syndrome
How can we use this to our advantage?

- Understand that fear indicates growth
- Realize that your experience is unique
- Recognize your accomplishments
- Keep pushing your boundaries
- Improve where you have passion
- Always grow your network
Wrapup
We love connecting :) 

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dk.linkedin.com/in/gitteklitgaard/
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Links

* Wikipedia
* Husky cat Rosie 😊
  https://www.instagram.com/p/8tcAWOkabO/
* Blog Post by Mark Kilby
  https://www.agileconnection.com/article/move-past-your-comfort-zone-use-imposter-syndrome-your-advantage
* Dunning-kruger effect – picture from

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