

Imposter Syndrome and Unconscious Bias Training

Workshop by Fedora Diversity & Inclusion Team

Who are we?

Agenda

- **Imposter syndrome workshop and Unconscious Bias training**
 - What is Imposter Syndrome/ Unconscious Bias?
 - What to expect from this workshop? Lots of games!
 - Why do we need to talk about it in Fedora?
 - How can we manage such feelings in our day-to-day life?

Heads-up

This is an
interactive session!

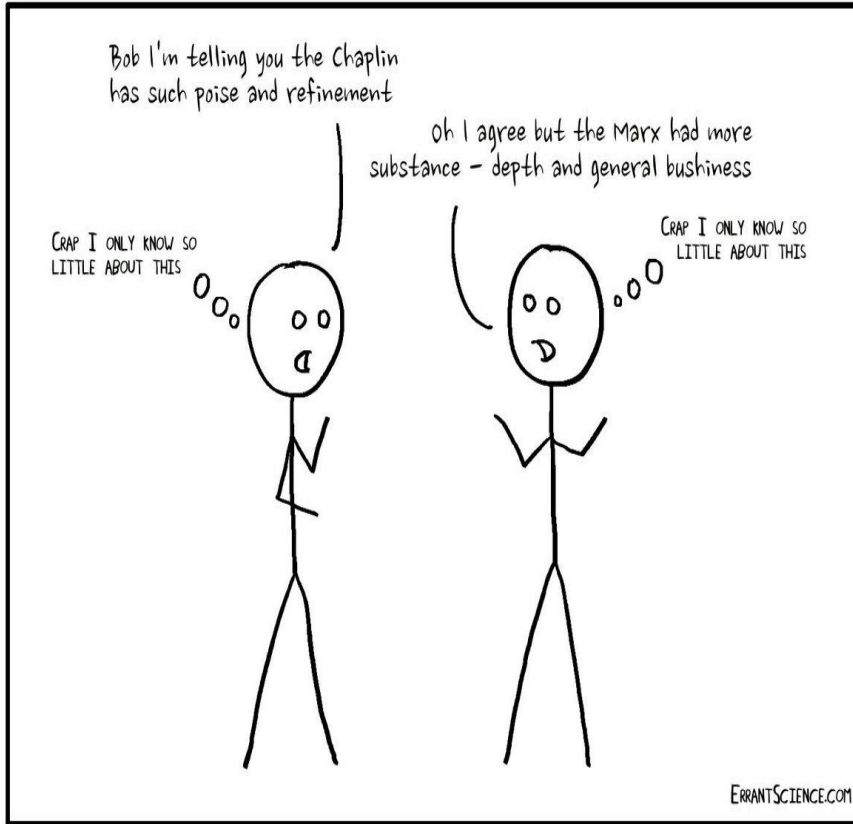
Not everything you try
today will feel
comfortable.

If you feel uncomfortable
at any time, feel free to
take a moment for
yourself.

Imposter syndrome workshop

What is **imposter syndrome**?

Psychological pattern in which an individual **doubts their accomplishments** and has a persistent internalized fear of being **exposed as a "fraud"**.



IMPOSTER SYNDROME; A CONDITION OFTEN SHARED

All these people really seem to have it together,
and I still have no idea what's going on.



Do you feel like you are faking it?



**IT'S
GAME TIME!**

How does imposter syndrome affect us?



Self sabotage!!



A close-up, high-angle shot of Morpheus from the movie The Matrix. He is wearing his signature black sunglasses and has a serious, intense expression. The background is blurred, showing what appears to be a city street scene.

WHAT IF I TOLD YOU,

YOUR NOT ALONE?

Famous quotes: who said it?

“Why would anyone want to see me again in a movie? And I don’t know how to act anyway, so why am I doing this?”

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Meryl Streep

Called the “best actress of her generation,” winner of eight Golden Globes & three Academy Awards

Famous quotes: who said it?

“I have written eleven books, but each time I think, ‘Uh oh, they’re going to find out now. I’ve run a game on everybody, and they’re going to find me out.’”

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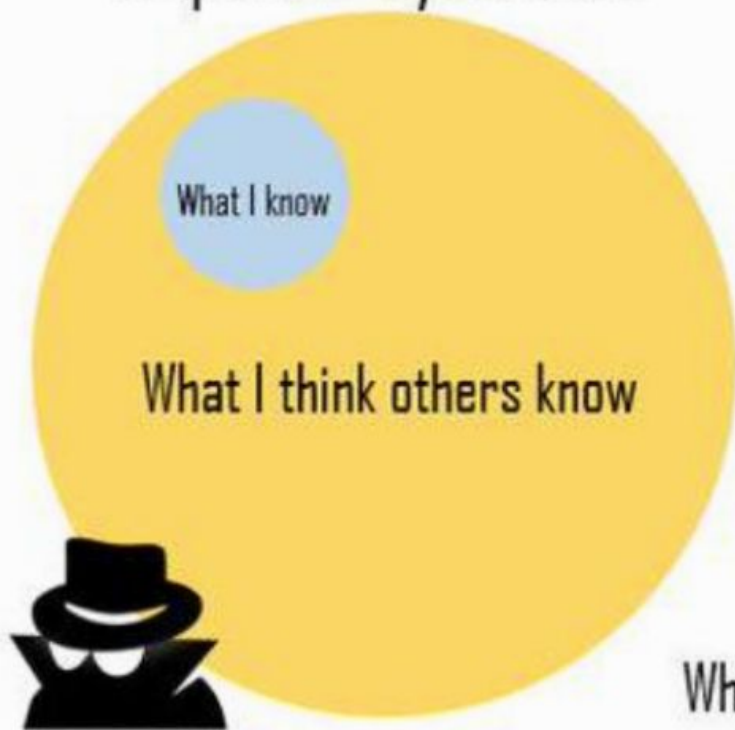


Dr. Maya Angelou

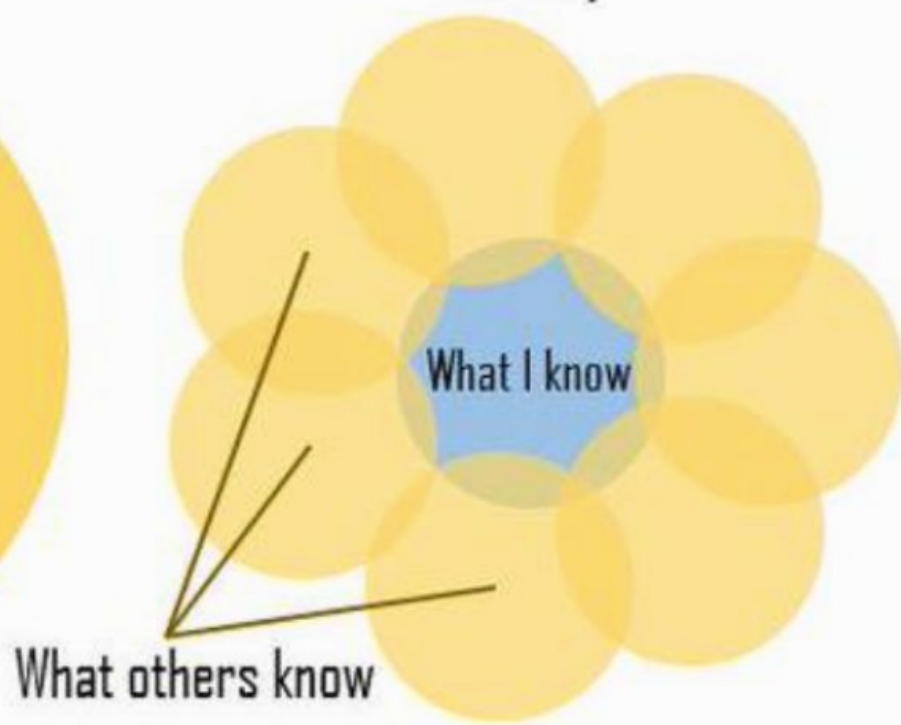
Nobel Laureate, poet, memoirist and
Civil Rights Activist

Why do we feel like an imposter?

Imposter Syndrome



Reality



**BIG
NEWS**

IT IS OKAY TO SUCK

When you suck at something but gradually improve, two things happen:

1. You know what being awful at something really feels like



2. You realize that you do have talent and/or perseverance and this builds confidence



10 WAYS TO OVERCOME 'IMPOSTOR SYNDROME'



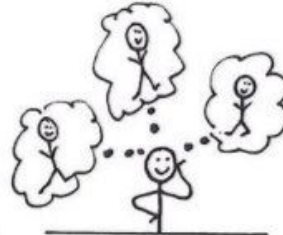
KEEP A JOURNAL



SET SOME GOALS



BUILD A PROFESSIONAL SUPPORT NETWORK



GET 360° FEEDBACK



UPDATE YOUR CV



GET A COACH



RECOGNISE LEARNING & FAILURE ARE OKAY



KEEP A POSITIVE FEEDBACK FILE



DO THINGS OUTSIDE OF WORK THAT MAKE YOU FEEL GOOD.



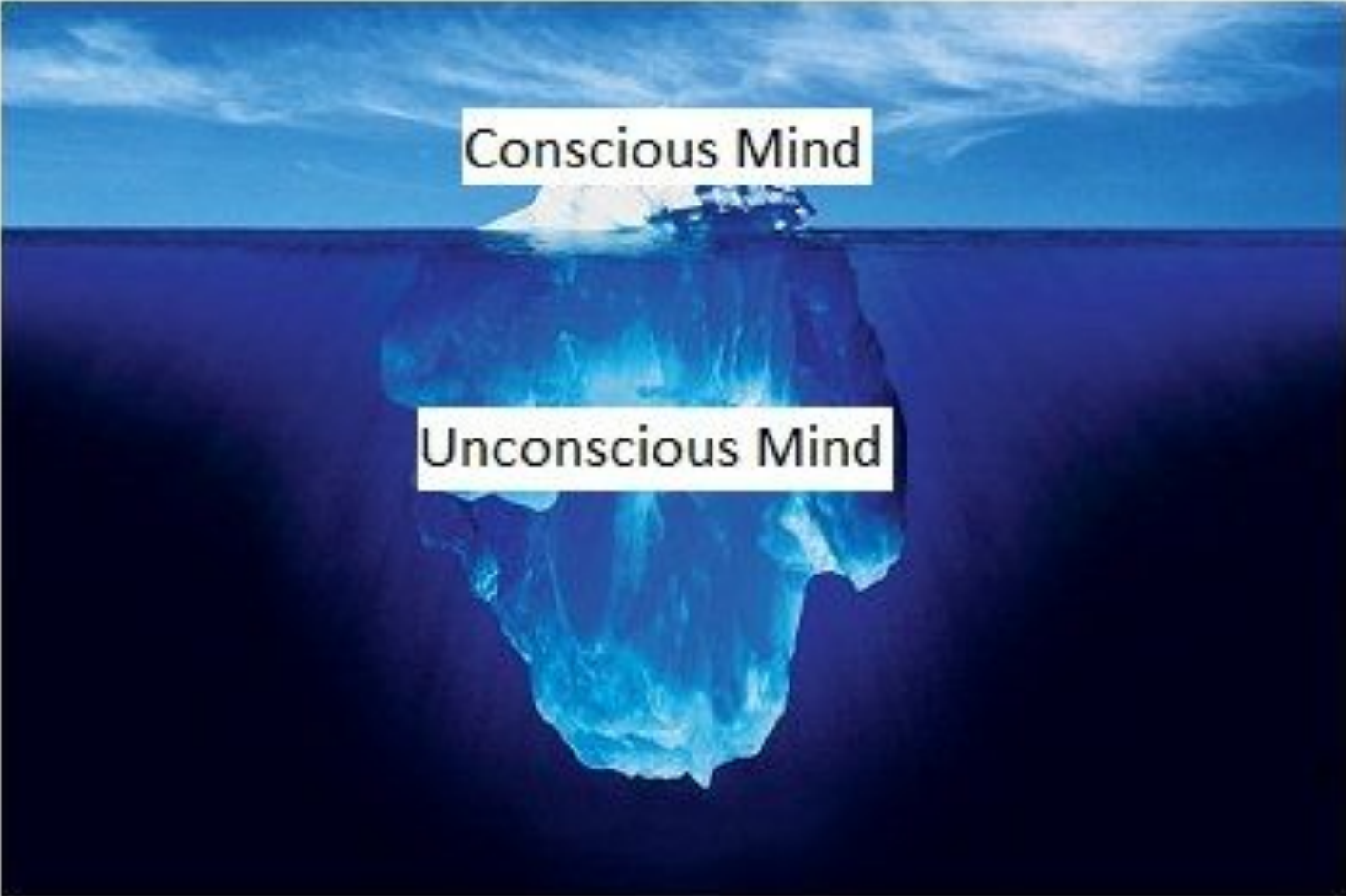
SAY IT OUT LOUD TO SOMEONE YOU TRUST "I FEEL LIKE A FRAUD"...

THEY'LL PUT YOU RIGHT!

Thanks! Q & A!

5 minute break

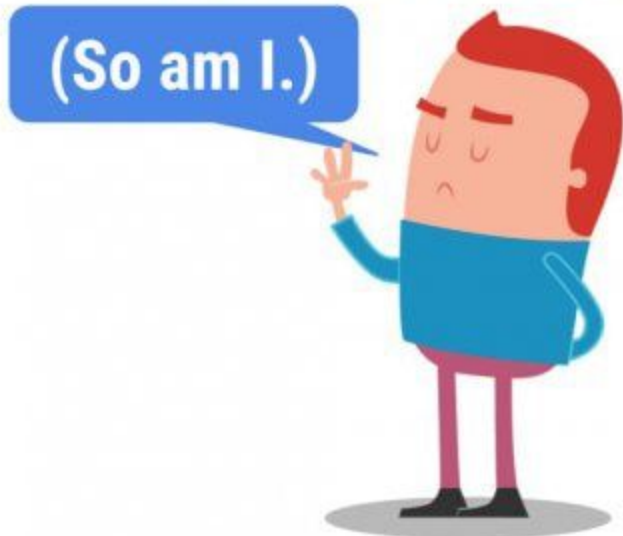
Unconscious bias: what is it?

An iceberg floating in a dark blue ocean under a lighter blue sky with wispy clouds. The small tip of the iceberg is above the water line, while the much larger, jagged mass is submerged below. Two white rectangular boxes with black text are overlaid on the image: one above the water line and one below it.

Conscious Mind

Unconscious Mind

YOU are biased.



It matters.

**APPRECIATING
DIVERSITY AND
DIFFERENCES
BUILDS EFFECTIVE
TEAMS**



Let's play a game.

Take one step if...

Debrief

Commit to one action:

1. Structure for success

2. Measure results

3. Evaluate subtle messages

4. Hold everyone accountable

Thanks! Q & A!

Resources used

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Downey, Beth. “WordCamp Nashville 2016 ‘Imposter Syndrome’.” Imposter Syndrome, WordCamp Nashville 2016, 25 Sept. 2016, [slideshare.net/BethDowney4/wordcamp-nashville-2016-imposter-syndrome](https://www.slideshare.net/BethDowney4/wordcamp-nashville-2016-imposter-syndrome).

Layne, Rebecca. “Privilege Walk Lesson Plan.” Peace Learner, 14 Mar. 2016, peacelearner.org/2016/03/14/privilege-walk-lesson-plan/.

Rework Guides by Google, <https://rework.withgoogle.com/guides/>

Imposter Syndrome guide by Dr. Sarah Ballard
<http://www.drSarahBallard.com/impostor/>