

Turn Your Imposter Syndrome into a Champion Mindset Discussion Guide

Samorn Selim

General Discussion Guidelines

Actively engaging with the video's content is central to an effective watch party. Good discussion questions are a major tool. They get people started talking with each other in a way that adds value to their experience of the video. Ask "open-ended" questions. These are questions that don't have "one right answer," and they can't be answered in one or two words like "yes" or "no."

Acknowledge your role at the outset. You likely want to participate in the discussion like everyone else. To reduce the risk of being seen as the "expert," acknowledge your role as a participant, in addition to asking the discussion questions. Beforehand, think about how you'll address information requests or action items that may arise. (For example: Will you ask for volunteers to research and report back?). Otherwise, people may assume that you'll take responsibility.

Plan an intentional sequence of questions to guide the discussion. The following sequence follows the natural path the mind takes with new information. It's a good idea to start with an "objective" question that asks what people saw or heard, without any evaluation. Each level of question (1-4) builds on the preceding one. It's rare to have time for more than a few questions, so be selective about which questions you plan for your group.

1. **Objective Questions** give participants a chance to focus in on the content. These give everyone a chance to quickly participate from the start. One quick objective question is often enough.
2. **Reflective Questions** call up listeners' impressions, reactions, and thoughts.
3. **Interpretive Questions** get people thinking about the meaning the content holds for them. Making connections between the content itself, and their broader world.
4. **Decisional/Action Questions** stimulate participants to commit to doing something differently or something new (big or small).

See [6 Steps to Hosting a Watch Party](#) for sample questions that apply across many topics using this sequence. You can also engage participants through a relevant exercise or skills practice. (Active engagement is key to people's consolidating what they've learned.) Consider a short discussion first.

Turn Your Imposter Syndrome into a Champion Mindset - Samorn Selim

Suggested Discussion Questions

Objective Questions:

- What were the ways Samorn described that imposter syndrome can affect people's careers?
- To "kick imposter syndrome to the curb," Samorn described actions in 3 categories...Awareness, Acceptance, and New Stories. Which one struck you the most?

Reflective Questions:

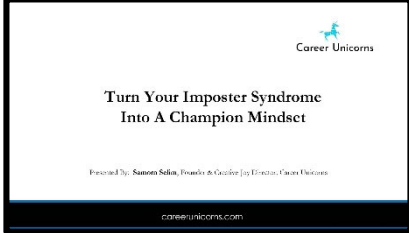
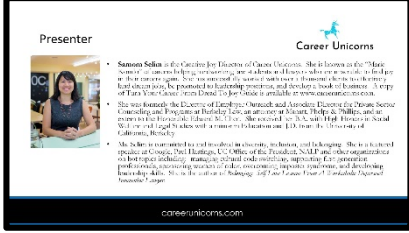
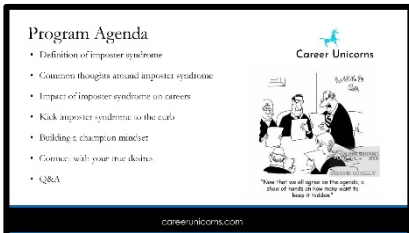
- Why do you think Awareness is important in combatting imposter syndrome? How about Acceptance?
- How do you think it helps to identify new stories that make you feel strong?

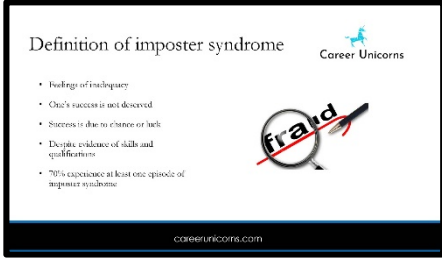
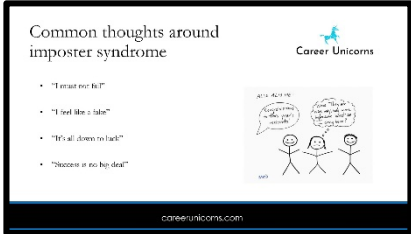
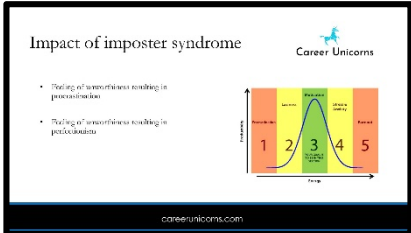
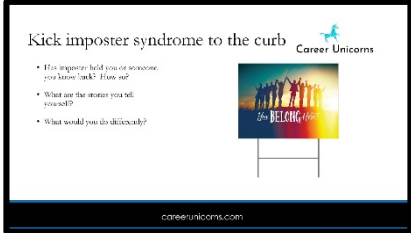
Interpretive Questions:

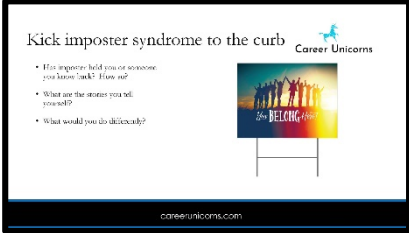

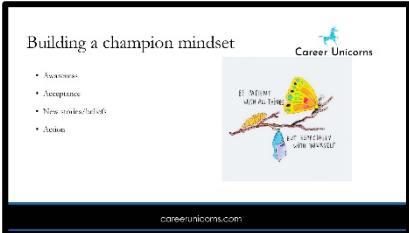
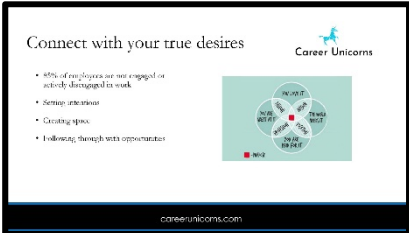
- What questions do you still have about Imposter Syndrome?
- What issues or concerns did Samorn's suggestion about [one of the following] raise for you?
 - Awareness
 - Acceptance
 - New stories/beliefs
- How can the ideas that Samorn shared be useful to you in your UC Berkeley career?



Action Questions

- What idea could you apply to your own career development?
- How might you try out one of Samorn's suggestions?

NOW Conference 2019 Recorded Session Timeline			Session Title: Turn Your Imposter Syndrome into a Champion Mindset	
Start Time	Duration	Slide	Segment theme or Main Point	Facilitation Suggestions
0:00	0:38		Opening - "Who feels like a rock star coming to work"; "Who wants to feel like a rock star coming to work"	Introduce, then show video
0:38	4:28	<p>1 - 2</p>  	Introduction to the presenter and topic	
5:06	1:07	<p>3</p> 	Program agenda	

6:13	7:27	<p style="text-align: center;">4</p> 	<p>What is Imposter Syndrome? Who can relate? (Audience responses including intersectionality of gender, race & other factors.)</p>		
13:40	4:08	<p style="text-align: center;">5</p> 	<p>Common thoughts around imposter syndrome</p>	Show video	
17:48	2:38	<p style="text-align: center;">6</p> 	<p>Two ways imposter syndrome impacts people's careers</p> <ul style="list-style-type: none"> • Procrastination • Perfectionism 		
20:26	0:40	<p style="text-align: center;">7</p> 	<p>Kicking imposter syndrome to the curb. Discuss 3 questions</p> <ul style="list-style-type: none"> • Has imposter held you or someone you know back? How so? • What are the stories you tell yourself? • What would you do differently? 		<p>If time allows, pause the video and add 2-3 minutes for pairs to discuss the questions.</p>

21:06	6:06	<p style="text-align: center;">7</p> 	Audience responses	In pairs discussion was held, add 5 min. And elicit comments from participants
27:12	2:17	<p style="text-align: center;">8</p> 	<p>Building a champion mindset - actions for addressing Imposter Syndrome in 3 areas: Awareness, Acceptance, New stories/beliefs.</p> <p>Think of/discuss a new, positive story</p>	If time allows, pause the video and add 5 minutes for pairs to share a new story.
29:29	7:50	<p style="text-align: center;">8</p> 	Audience responses - positive stories for a champion mindset and how those positive thoughts are beneficial	In pairs discussion was added, add 5 minutes and ask for volunteers to share what it felt like when thinking of a story of their strength.
37:19	1:59	<p style="text-align: center;">9</p> 	<p>Connecting with your true desires.</p> <p>Engaging in your work and setting intention</p>	Show video, then pose 1-3 facilitation question from the discussion guide.

39:18	3:07	<p style="text-align: center;">10-11</p> <div data-bbox="444 348 850 579">  </div> <div data-bbox="444 590 850 821">  </div>	<p>Recap:</p> <p>Overall audience takeaways</p>	
	42:25	Total Duration (without added time for pairs discussions)		