

Interrupting Impostor Syndrome Through Creative Play

Sabina Morgan, Senior Organizational Consultant
Student Affairs Administration, UC Berkeley

Intro/Agenda

- What is Impostor Syndrome
- How does it Manifest?
- What are the Impacts?
- What can we do about it?

What is Impostor Syndrome?



How Does it Manifest?

- Not participating in activities we think we aren't good at or good enough for
- Fear of Speaking Up
- Overcompensating to prevent getting found out
- Procrastination due to the weight of not meeting expectations
- Perfectionism
- Denying ability and attributing success to luck, mistakes, overwork, or as a result of a relationship
- Discount praise and feel fear and guilt about success
- Struggle with anxiety, depression, and frustration due to internal standards

What are the Impacts of Impostor Syndrome

<ul style="list-style-type: none">• Lower Job Satisfaction	Career choices are made from a fear of inadequacy
<ul style="list-style-type: none">• Burnout	Overwork due to the performance anxiety and fears about being found out
<ul style="list-style-type: none">• Higher Organizational Commitment	Tend to have greater loyalty to the organization or company than it has for you
<ul style="list-style-type: none">• Decreased Salary and Few Promotions	Reluctance to market yourself; ask for more and vie for promotion; concern about taking on stretch projects that demonstrate your ability to take on the next level role
<ul style="list-style-type: none">• Reduced Knowledge About the Job Market	Focused on performing at the current job and spend less time exploring options outside and doing the necessary networking to build knowledge

Impacts for Managers

Micromanaging	Due to concerns about your direct reports poorly representing you
Not delegating properly	Because you feel like no one does it like you do and could expose you to risk
Being hypercritical	In an effort to mold your staff into a version of yourself
Being overly anxious about high profile projects	Spreading that anxiety throughout the team by how you manage them
Struggling with leveraging your team's moments	Because you minimize their success and get caught up with the issues

What Can We Do?

- Track your Successes and Claim your Competencies
- Build Community and Allies
- Challenge your Limiting Beliefs
- Practice Creativity
- Hold Space for First Draft Thoughts

Play as a Value

Fantasy/Play:

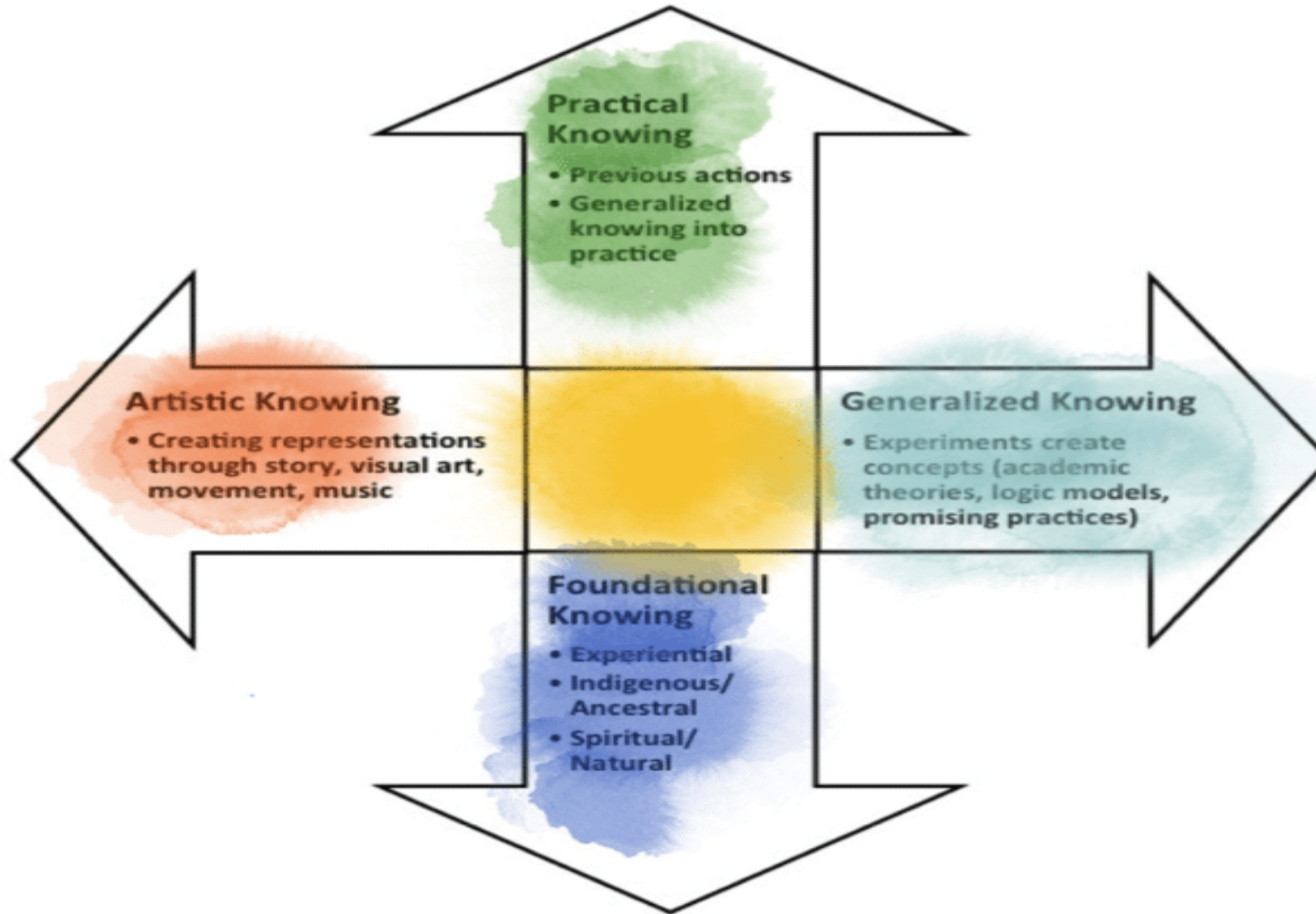
the experience of personal worth through unrestrained imagination and personal amusement.

Play/Recreation

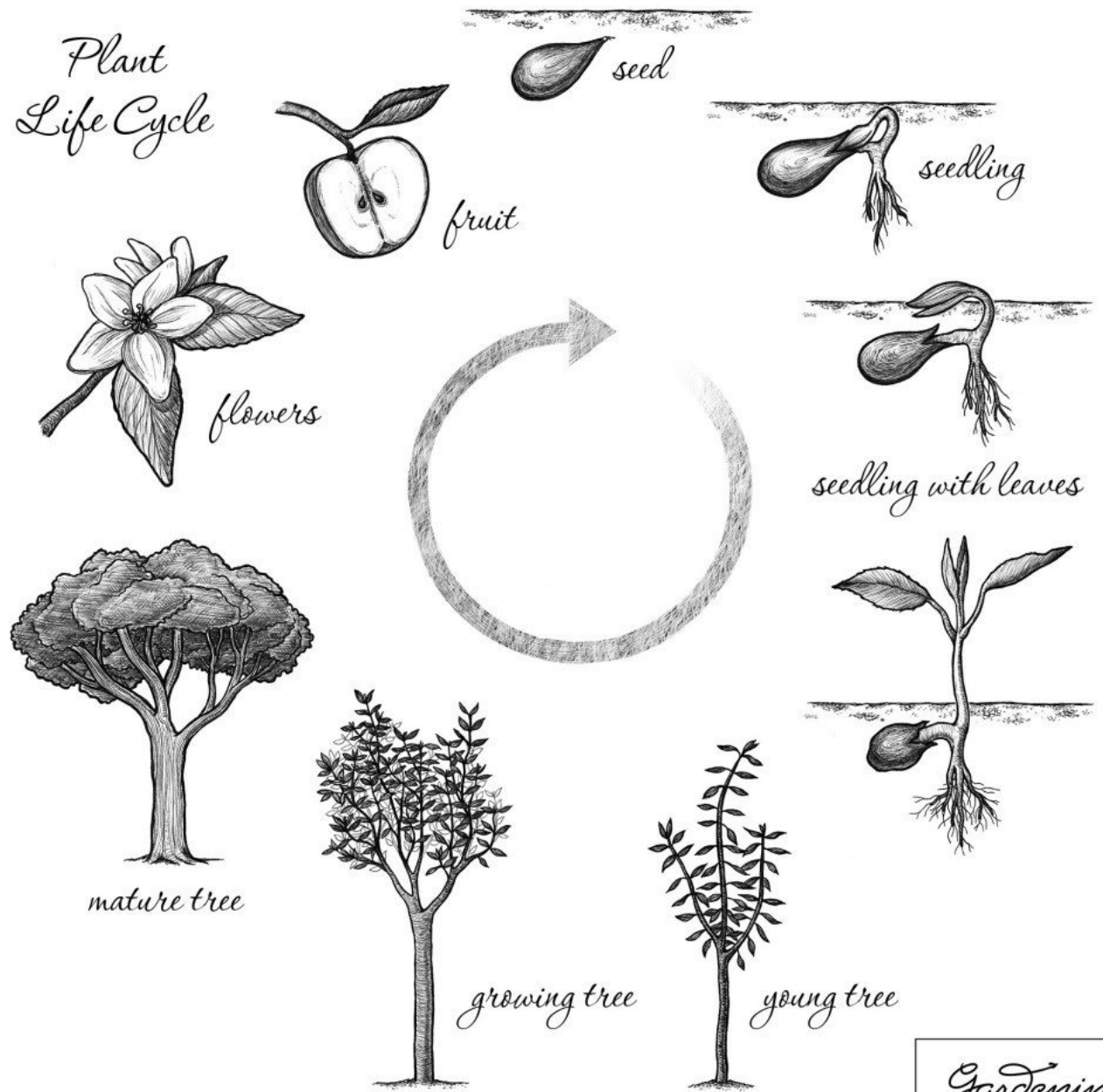
a pastime or diversion from the anxiety of day-to-day living for the purpose of undirected, spontaneous refreshment (which provides for a potential self to be experienced).

Creativity

the capacity for original thought and expression that brings new ideas and images into a practical and concrete reality in ways that did not previously exist.



Let's Get Curious



 Next
Opportunity at
Work **2021**
Innovate, Collaborate, Grow!

Berkeley
UNIVERSITY OF CALIFORNIA

Gardening
KNOW HOW

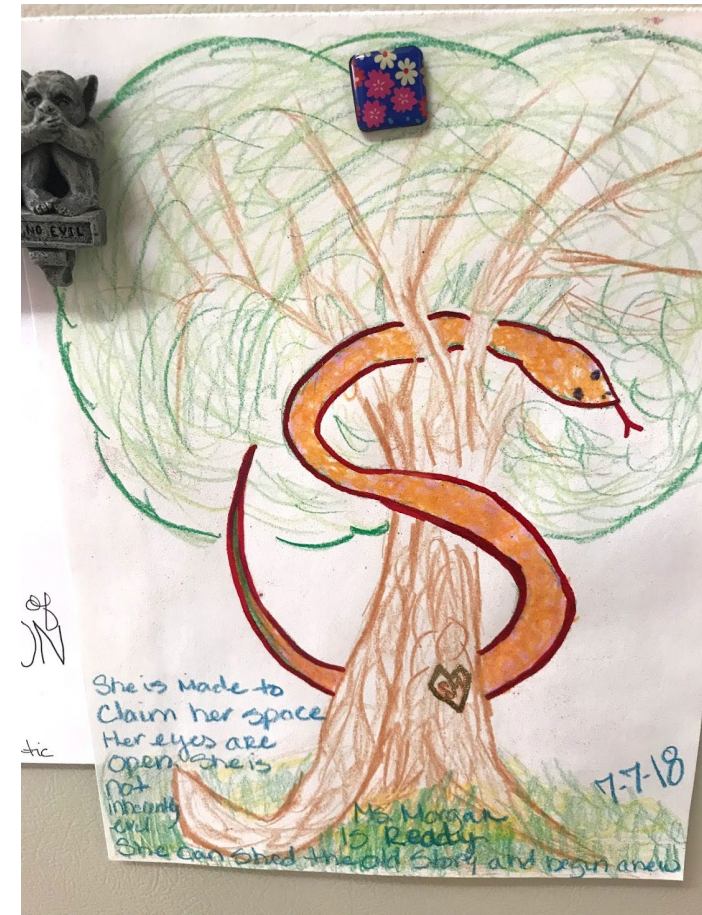
Meditative Drawing

Grab some paper and a pen, pencil, crayons, markers, highlighters, or any other drawing material you have available.

Don't have paper? Use the Notes or Paint app on your phone or computer.

Last Resort:
jamboard.google.com

Trust the Process



Wordplay and Storytelling

Open Sentence Prompts

Rhyme Time Journaling



Imagining Another Way




 Next Opportunity at Work **2021**
Innovate, Collaborate, Grow!

Berkeley
 UNIVERSITY OF CALIFORNIA

Insert footer here, or remove.

Thank you for playing!

The Imposter Syndrome Paradox | Lisa and Richard Orbe'-Austin | TEDxDeerPark

<https://www.youtube.com/watch?v=u2zbcZBI0Do>

Multiple Ways of Knowing: Expanding How We Know

<https://nonprofitquarterly.org/multiple-ways-knowing-expanding-know/>

How to Overcome Impostor Syndrome

<https://www.ccl.org/articles/leading-effectively-articles/success-tips-overcome-impostor-syndrome/>