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Presentations

Title

Measuring imposter phenomenon among health sciences librarians

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Peer reviewed



Measuring impostor
phenomenon among
health sciences
librarians

Jill Barr-Walker, UCSF

Michelle B. Bass, Stanford

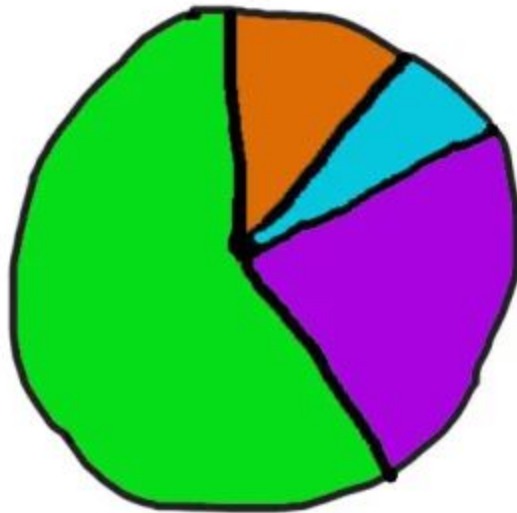
Deb Werner, University of Chicago

Liz Kellermeyer, National Jewish

Health



YOUR THOUGHTS WHEN SOMEONE SAYS THAT YOU WOULD BE GOOD FOR A JOB/ROLE/TEAM:



- WHAT?
- WHY?
- HAVE YOU MET ME?
- MAYBE THEY'RE JUST TRYING TO BE NICE

Impostor Phenomenon

1. Believing that one has fooled others into overestimating one's own abilities.
2. Attributing personal success to factors other than one's ability or intelligence, such as luck, extra work, charisma, or evaluator's misjudgment.
3. Fearing exposure as an impostor.

Harvey Impostor Phenomenon Scale

At times, I have felt I am in my present position or academic program through some kind of mistake.

0 = Not at all true 7 = Very true

I am certain my present level of achievement results from true ability.

0 = Very true 7 = Not at all true

Why should we care?

Anxiety

Depression

Self-doubt

Self-handicapping

Overworking

Inability to delegate

Burnout

Procrastination

General psychological distress

Employee retention

Methods

Census of MLA members (n=2125)

	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
rs	mistake	confident	phony	personalit	accomplis	disagree	fail	secrets	private	ip_score	strategies	effective_	theme1	theme2	dontfeel	effective	anxiety	burnout	demo
1	0	1	0	5	1	1	0	0	0	9	I feel conf	I engage in	continuing	education an	4		1	1	
0	1	0	1	6	1	1	1	0	2	26	If I'm feeli	I would sa	3	2	1	1	5	2	
1	0	0	0	5	1	1	5	0	1	17	I don't ha'	N/A			4		2	1	
1	0	0	0	3	1	1	3	0	1	18	I keep a fi	OK			1	1	2	4	
1	0	0	0	3	1	2	1	0	3	20	I remind r	They worl	1	1	1	2	2	1	
1	1	0	0	4	2	2	2	1	1	29	therapy, t	somewha	2	2	1	2	2	3	
3	3	1	2	5	5	0	4	1	4	39	no	n/a			4		4	2	
1	1	1	1	3	1	2	3	0	1	24	I don't fee	N/A			4		2	1	
1	1	1	1	3	1	3	4	3	5	33	'Fake it 'ti	It's all wor	3	3	1	1	4	2	
1	0	5	2	2	3	1	2	1	6	40	Some Ar	ggs, there are none	I can think of		4		5	5	
2	4	1	6	0	4	2	3	1	5	28	With th	rally, r	ompla	3	1	1	2	3	1
1	0	0	0	1	1	2	3	1	1	15	and the	ent stuc	tc	1	1	1	1	1	
1	0	0	0	4	0	0	4	1	2	19	Mostly I s'	I feel my r			1	1	2	2	
2	5	1	4	6	1	1	4	4	4	45	I get 'reali	These ger			1	1	4	4	
4	5	1	4	5	4	2	5	4	3	55	Mindfulne	Effective l			1	1	4	4	
2	1	2	2	5	4	2	4	1	5	37	If I feel lik	Very effec			3	2	1	4	2
0	0	0	1	2	0	2	3	1	1	15	In general	N/A			4		2	2	
1	0	1	0	5	0	1	3	0	0	17	I take a de	I think the			1	1	2	3	
1	0	1	0	3	4	1	0	0	4	21	I do not fe	N/A			4		4	4	
2	4	1	4	2	2	1	2	1	4	36	No	N/A			4		4	4	
2	1	1	1	1	4	2	1	4	6	37	I'm a self-	It's worke			3	1	2	2	
1	1	0	1	4	5	2	2	1	1	27	I don't fee	Yes			3	1	2	4	
2	1	1	2	3	2	1	0	1	2	24	Sign up fo	I recogniz			3	2	2	2	
1	4	1	4	2	1	2	3	1	2	31	talking to	very effec			2	2	1	2	
1	1	1	4	5	0	2	3	2	4	28	I list all of	The list he			3	3	1	3	
3	2	2	1	4	2	2	4	0	3	31	I read the	n/a			2	2	1	3	
3	1	3	1	3	1	3	3	3	3	35	Develop t	Give me a			2	2	1	2	
1	0	0	0	3	1	2	4	0	3	20	I just put i	The bette			3	1	1	2	
0	0	0	0	5	0	0	3	0	1	9	As indicat	I find that			3	3	1	2	
2	4	1	2	5	1	0	5	1	4	35					99		1	2	
1	0	1	0	5	1	1	3	1	3	17	I read arti	It is not ap			2	2	3	3	
1	1	0	1	3	1	1	1	1	5	20	I do not fe	N/A			4		2	1	
1	0	1	0	3	1	1	4	0	1	15	I take a cli	They are t			2	2	1	2	
2	0	2	0	3	1	0	5	2	5	29	If I feel ski	Usually ve			2	2	1	4	
1	1	1	0	6	1	4	0	4	5	30	I do not p	My descri			3	2	1	4	
2	1	1	1	4	1	2	2	1	5	29	n/a	n/a			4		2	2	
5	4	2	3	3	1	3	3	2	1	43	Connect v	Usually ef			2	2	1	3	
1	0	0	0	5	0	1	5	0	0	19	I have no	As indicated	above, I have	challenge	4		1	1	
0	0	1	0	4	0	2	0	0	1	13	I don't fee	none			4		3	2	

Methods

Census of MLA members (n=2125)

Harvey Impostor Phenomenon Scale

	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
rs	mistake	confident	phony	personality	accomplish	disagree	fail	secrets	private	ip_score	strategies	effective_	theme1	theme2	dontfeel	effective	anxiety	burnout	demo
1	0	1	0	5	1	1	0	0	0	9	I feel conf	I engage in	continuing	education an	4		1	1	
0	1	0	1	6	1	1	1	0	2	26	If I'm feeli	I would sa	3	2	1	1	5	2	
1	0	0	0	5	1	1	5	0	1	17	I don't ha	N/A			4		2	1	
1	0	0	0	3	1	1	3	0	1	18	I keep a fi	OK			1	1	2	4	
1	0	0	0	3	1	2	1	0	3	20	I remind r	They worl	1	1	1	2	2	1	
1	1	1	1	4	2	2	2	1	1	29	therapy, t	somewha	2	2	1	2	2	3	
3	3	1	2	5	5	0	4	1	4	39	no	n/a			4		4	2	
1	1	1	1	3	1	2	3	0	1	24	I don't fee	N/A			4		2	1	
1	1	1	1	3	1	3	4	3	5	33	'Fake it 'ti	It's all wor	3	3	1	1	4	2	
1	0	5	2	2	3	1	2	1	6	40	None. Any	Aggrie, there	are none	I can think of	4		5	5	
2	4	0	0	6	0	4	3	3	5	34	therapy, r	somewha	3	1	1	2	3	1	
1	0	0	0	1	2	2	3	1	1	28	and the br	s nice tc	1		1	1	1	1	
1	0	0	0	4	0	0	4	1	2	19	Mostly I s	I feel my r	1	1	1	1	2	2	
2	5	1	4	6	1	1	4	4	4	45	I get 'reali	These ger	2	2	1	1	4	4	
4	5	1	4	5	4	2	5	4	3	55	Mindfulne	Effective l	1	1	1	1	4	4	
2	1	2	2	5	4	2	4	1	5	37	If I feel lik	Very effec	3	2	1	1	4	2	
0	0	0	0	2	0	2	1	1	1	15	In general	N/A			4		2	2	
1	0	0	0	0	0	0	0	0	0	9	I don't feel	like I'm	1	1	1	1	2	3	
1	0	1	0	3	4	1	0	0	4	21	I do not fe	N/A			4		4	4	
2	4	1	4	2	2	1	2	1	4	36	No	N/A			4		4	4	
2	1	1	1	1	4	2	1	4	6	37	I'm a self-	It's worke	3	2	1	1	2	2	
1	1	0	1	4	5	2	2	1	1	27	I don't fee	Yes	1		3	1	2	4	
2	1	1	2	3	2	1	0	1	2	24	Sign up fo	I recogniz	3	2	1	2	2	2	
1	4	1	4	2	1	2	3	1	2	31	talking to	very effec	2	2	1	1	2	2	
1	1	1	4	5	0	2	3	2	4	28	I list all of	The list he	3	3	1	1	3	3	
3	2	2	1	4	2	2	4	0	3	31	I read the	n/a	2	2	1		3	2	
3	1	3	1	3	1	3	3	3	3	35	Develop t	Give me a	2	2	1	1	2	2	
1	0	0	0	3	1	2	4	0	3	20	I just put	The bette	3		1	1	1	2	
0	0	0	0	5	0	0	3	0	1	9	As indicat	I find that	3	3	3	1	2	1	
2	4	1	2	5	1	0	5	1	4	35					99		1	2	
1	0	1	0	5	1	1	3	1	3	17	I read arti	It is not ap	2	2	3		3	3	
1	1	0	1	3	1	1	1	1	5	20	I do not fe	N/A			4		2	1	
1	0	1	0	3	1	1	4	0	1	15	I take a cli	They are t	2	2	1	1	2	1	
2	0	2	0	3	1	0	5	2	5	29	If I feel ski	Usually ve	2	2	1	1	4	1	
1	1	1	0	6	1	4	0	4	5	30	I do not p	My descri	3	2	1	1	4	4	
2	1	1	1	4	1	2	2	1	5	29	n/a	n/a			4		2	2	
5	4	2	3	3	1	3	3	2	1	43	Connect v	Usually ef	2	2	1	1	3	2	
1	0	0	0	5	0	1	5	0	0	19	I have no	As indicated	above, I have	challenge	4		1	1	
0	0	1	0	4	0	2	0	0	1	13	I don't fee	none			4		3	2	

rs	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
	mistake	confident	phony	personalit	accomplis	disagree	fail	secrets	private	ip_score	strategies effective_	theme1	theme2	dontfeel	effective	anxiety	burnout	demo	
1	0	1	0	5	1	1	0	0	0	9	I feel conf I engage in continuing education an			4		1	1		
0	1	0	1	6	1	1	1	0	2	26	If I'm feeli I would sa	3	2	1	1	5	2		
1	0	0	0	5	1	1	5	0	2	17	I don't ha' N/A			4		2	1		
1	0	0	0	3	1	1	3	0	1	18	I keep a fi OK			1	1	2	4		
1	0	0	0	3	1	2	1	0	3	20	I remind r They worl	1	1	1	2	2	1		
1	1	0	0	4	2	2	2	1	1	29	therapy, t somewha	2	2	1	2	2	3		
3	3	1	2	5	5	0	4	1	4	39	no n/a			4		4	2		
1	1	1	1	3	1	2	3	0	1	24	I don't fee N/A			4		2	1		
1	1	1	1	3	1	3	4	3	5	33	'Fake it 'ti It's all wor	3	3	1	1	4	2		
1	0	5	2	2	3	1	2	1	6	40	None. Any Aggr, there are none I can think of			4		5	5		
2	4	0	0	6	0	4	3	3	5	32	therapy, r, some wha	3	1	1	2	3	1		
1	0	0	0	1	2	2	3	1	1	28	and the Brit's nice tc	1		1	1	1	1		
1	0	0	0	4	0	0	4	1	2	19	Mostly I s' I feel my r	1	1	1	1	2	2		
2	5	1	4	6	1	1	4	4	4	45	I get 'reali These ger	2	2	1	1	4	4		
4	5	1	4	5	4	2	5	4	3	55	Mindfulne Effective l	1	1	1	1	4	4		
2	1	2	2	5	4	2	4	1	5	37	If I feel lik Very effec	3	2	1	1	4	2		
0	0	0	1	2	0	2	3	1	1	15	In general N/A			4		2	2		
1	0	0	0	5	5	3	3	0	0	32	I take a de I think of	1	1	1	1	2	3		
1	0	1	0	3	4	1	0	0	4	21	I do not fe N/A			4		4	4		
2	4	1	4	2	2	1	2	1	4	36	No N/A			4		4	4		
2	1	1	1	1	4	2	1	4	6	37	I'm a self- It's worke	3	2	1	1	2	2		
1	1	0	1	4	5	2	2	1	1	27	I don't fee Yes	1		3	1	2	4		
2	1	1	2	3	2	1	0	1	2	24	Sign up fo I recogniz	3	2	1	2	2	2		
1	0	0	0	1	1	1	1	1	3	33	I'm kin I'm not	2	2	1	1	2	2		
1	1	1	1	2	2	2	2	2	2	32	I don't l I'm not	3	3	1	1	3	3		
3	2	2	1	4	2	2	4	0	3	31	I read the n/a	2	2	1	3	2	2		
3	1	3	1	3	1	3	3	3	3	35	Develop t Give me a	2	2	1	1	2	2		
1	0	0	0	3	1	2	4	0	3	20	I just put i The bette	3		1	1	1	2		
0	0	0	0	5	0	0	3	0	1	9	As indicat I find that	3	3	3	1	2	1		
2	4	1	2	5	1	0	5	1	4	35				99		1	2		
1	0	1	0	5	1	1	3	1	3	17	I read arti It is not ap	2	2	3		3	3		
1	1	0	1	3	1	1	1	1	5	20	I do not fe N/A			4		2	1		
1	0	1	0	3	1	1	4	0	1	15	I take a cli They are t	2	2	1	1	2	1		
2	0	2	0	3	1	0	5	2	5	29	If I feel ski Usually ve	2	2	1	1	4	1		
1	1	1	0	6	1	4	0	4	5	30	I do not p My descri	3	2	1	1	4	4		
2	1	1	1	4	1	2	2	1	5	29	n/a n/a			4		2	2		
5	4	2	3	3	1	3	3	2	1	43	Connect v Usually ef	2	2	1	1	3	2		
1	0	0	0	5	0	1	5	0	0	19	I have no As indicated above, I have challeng			4		1	1		
0	0	1	0	4	0	2	0	0	1	13	I don't fee none			4		3	2		

Methods

Census of MLA members (n=2125)

Harvey Impostor Phenomenon Scale

Thematic analysis and double coding

	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
rs	mistake	confident	phony	personalit	accomplis	disagree	fail	secrets	private	ip_score	strategies effective_	theme1	theme2	dontfeel	effective	anxiety	burnout	demo	
1	0	1	0	5	1	1	0	0	0	9	I feel conf I engage in continuing education an			4		1	1		
0	1	0	1	6	1	1	1	0	2	26	If I'm feeli I would sa	3	2	1	1	5	2		
1	0	0	0	5	1	1	5	0	2	17	I don't ha' N/A			4		2	1		
1	0	0	0	3	1	1	3	0	1	18	I keep a fi OK		1	1	1	2	4		
1	0	0	0	3	1	2	1	0	3	20	I remind r They worl	1	1	1	2	2	1		
1	1	0	0	4	2	2	2	1	1	29	therapy, t somewha	2	2	1	2	2	3		
3	3	1	2	5	5	0	4	1	4	39	no n/a			4		4	2		
1	1	1	1	3	1	2	3	0	1	24	I don't fee N/A			4		2	1		
1	1	1	1	3	1	3	4	3	5	33	'Fake it 'ti It's all wor	3	3	1	1	4	2		
1	0	5	2	2	3	1	2	1	6	40	None. Any Aggrs, there are none I can think of			4		5	5		
2	4	0	0	6	0	4	3	3	5	34	therapy, r, somewha	3	1	1	2	3	1		
1	0	0	0	1	2	2	3	1	1	28	and the Brit's nice tc	1		1	1	1	1		
1	0	0	0	4	0	0	4	1	2	19	Mostly I s' I feel my r	1	1	1	1	2	2		
2	5	1	4	6	1	1	4	4	4	45	I get 'reali These ger	2	2	1	1	4	4		
4	5	1	4	5	4	2	5	4	3	55	Mindfulne Effective l	1	1	1	1	4	4		
2	1	2	2	5	4	2	4	1	5	37	If I feel lik Very effec	3	2	1	1	4	2		
0	0	0	1	2	0	2	3	1	1	15	In general N/A			4		2	2		
1	0	0	0	5	5	3	4	0	4	32	'Fake it de I think an	1	1	1	1	2	3		
1	0	1	0	3	4	1	0	0	4	21	I do not fe N/A			4		4	4		
2	4	1	4	2	2	1	2	1	4	36	No N/A			4		4	4		
2	1	1	1	1	4	2	1	4	6	37	I'm a self- It's worke	3	2	1	1	2	2		
1	1	0	1	4	5	2	2	1	1	27	I don't fee Yes	1		3	1	2	4		
2	1	1	2	3	2	1	0	1	2	24	Sign up fo I recogniz	3	2	1	2	2	2		
1	4	2	2	2	2	2	3	1	2	3	making so per effec	2	2	1	1	2	2		
1	1	1	1	4	2	2	2	2	4	23	Just a n. The lik me	3	3	1	1	3	3		
3	2	2	1	4	2	2	4	0	3	31	I read the n/a	2	2	1	1	3	2		
3	1	3	1	3	1	3	3	3	3	35	Develop t Give me a	2	2	1	1	2	2		
1	0	0	0	3	1	2	4	0	3	20	I just put i The bette	3		1	1	1	2		
0	0	0	0	5	0	0	3	0	1	9	As indicat I find that	3	3	3	1	2	1		
2	4	1	2	5	1	0	5	1	4	35				99		1	2		
1	1	1	1	1	1	1	1	1	3	17	I read arti It is not ap	2	2	3		3	3		
1	1	0	0	1	1	1	1	1	5	20	I do not fe N/A			4		2	1		
1	0	1	0	3	1	1	4	0	1	15	I take a cli They are t	2	2	1	1	2	1		
2	0	2	0	3	1	0	5	2	5	29	If I feel ski Usually ve	2	2	1	1	4	1		
1	1	1	0	6	1	4	0	4	5	30	I do not p My descri	3	2	1	1	4	4		
2	1	1	1	4	1	2	2	1	5	29	n/a n/a			4		2	2		
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1	0	0	0	5	0	1	5	0	0	19	I have no As indicated above, I have challeng			4		1	1		
0	0	1	0	4	0	2	0	0	1	13	I don't fee none			4		3	2		

Methods

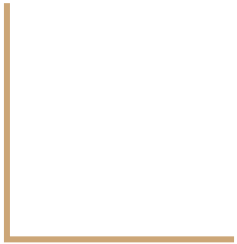
Census of MLA members (n=2125)

Harvey Impostor Phenomenon Scale

Thematic analysis and double coding

ANOVA one way tests

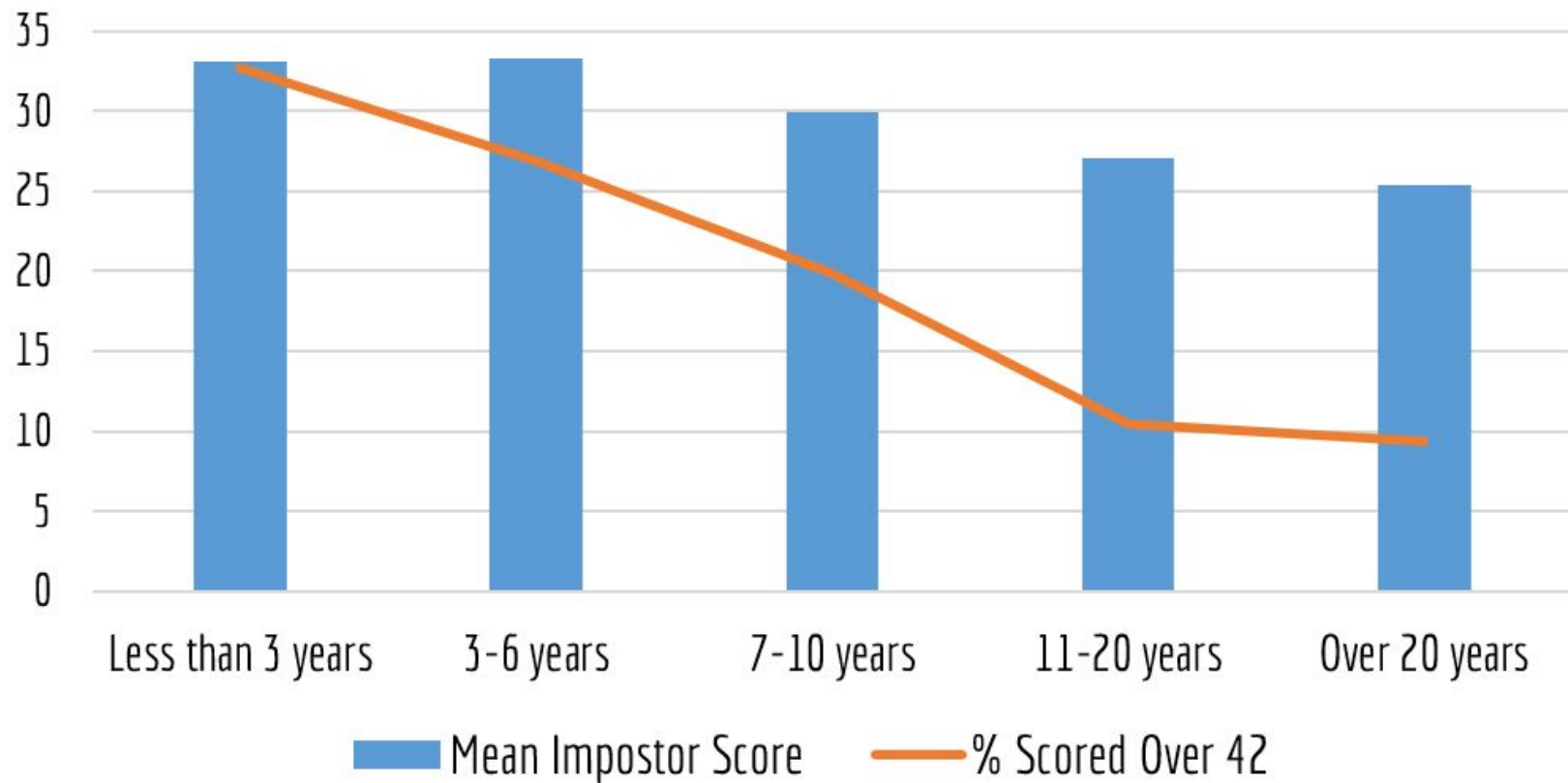
Our findings



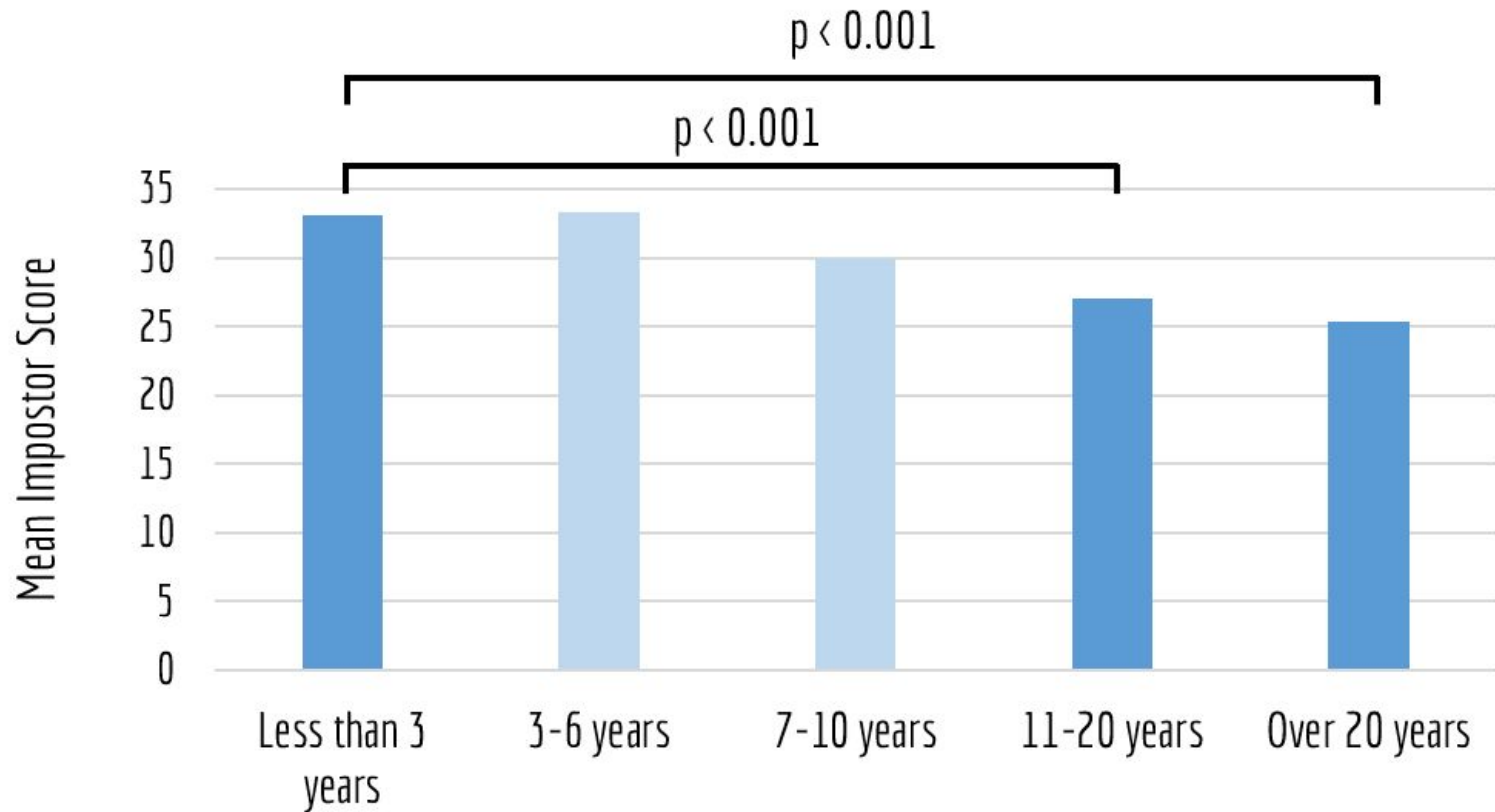
14.5%

102 out of 703 participants scored above 42 on the Harvey scale

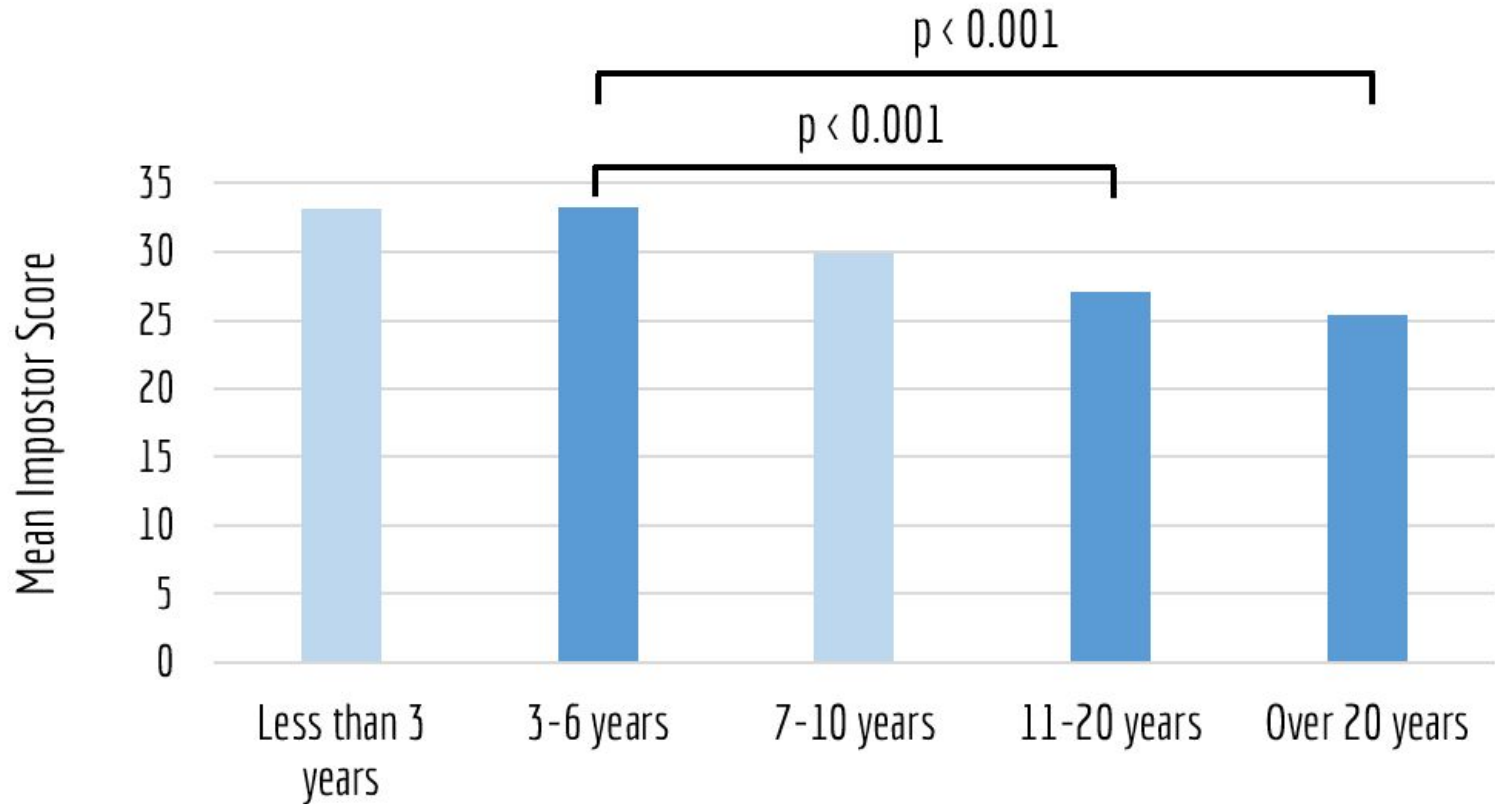
Years in the Profession and Impostor Scores



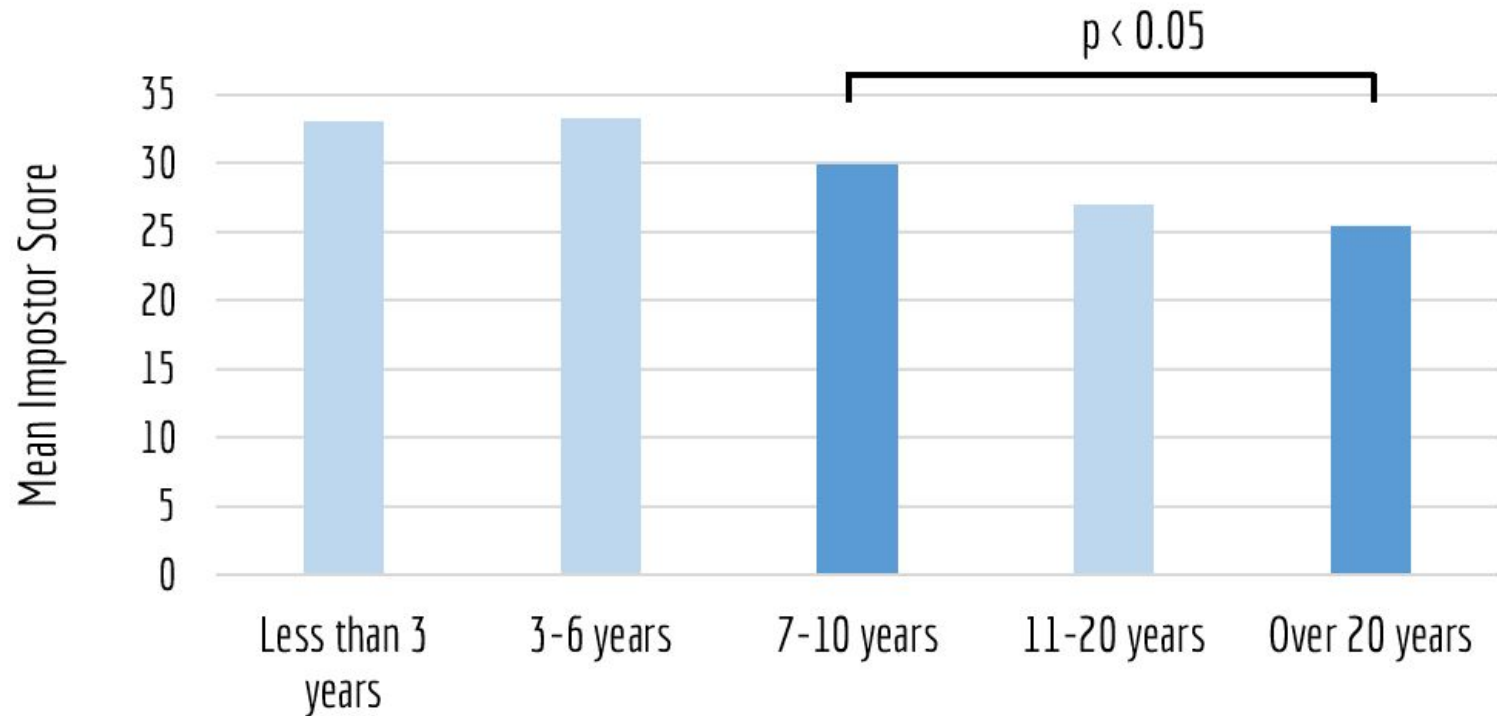
Years in the Profession and Impostor Scores



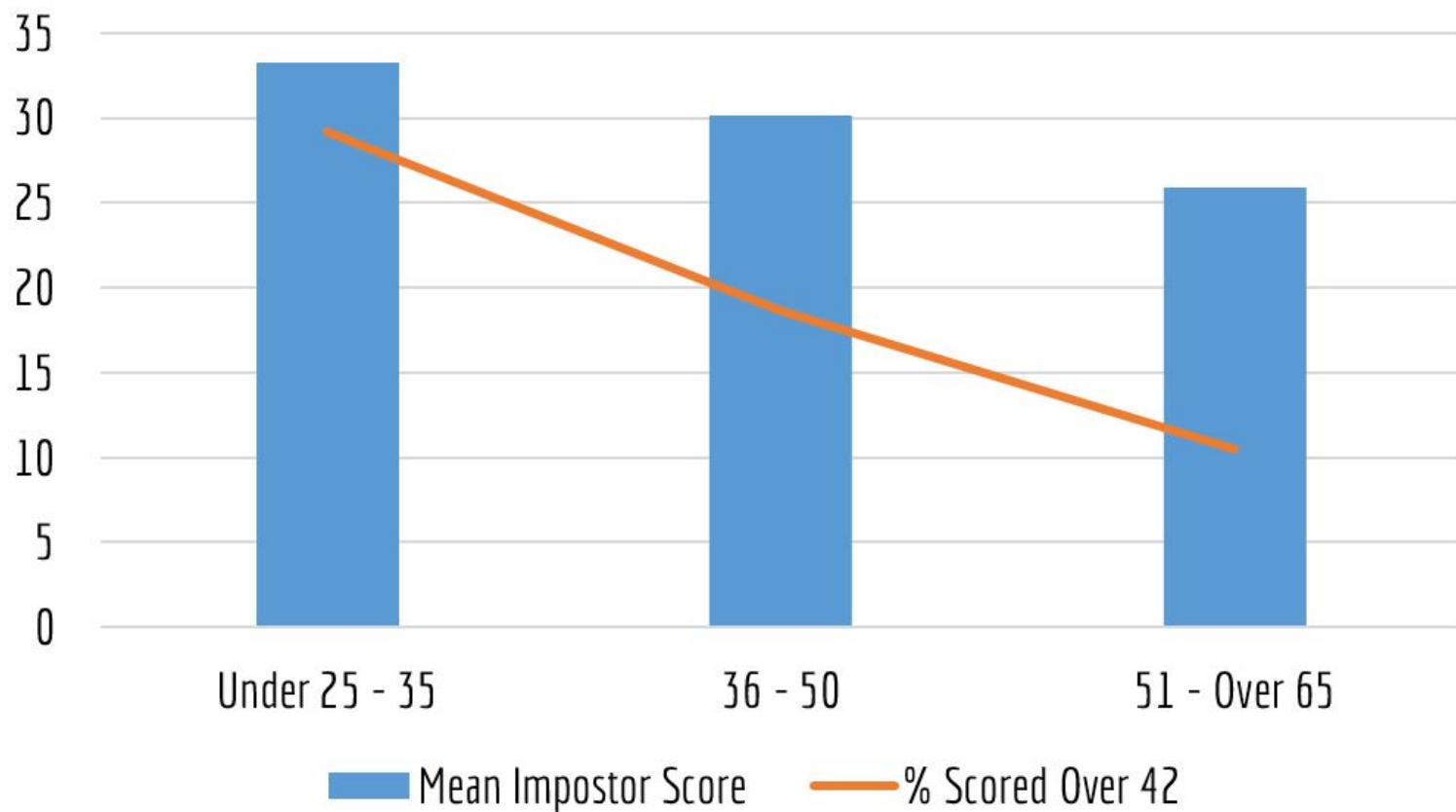
Years in the Profession and Impostor Scores



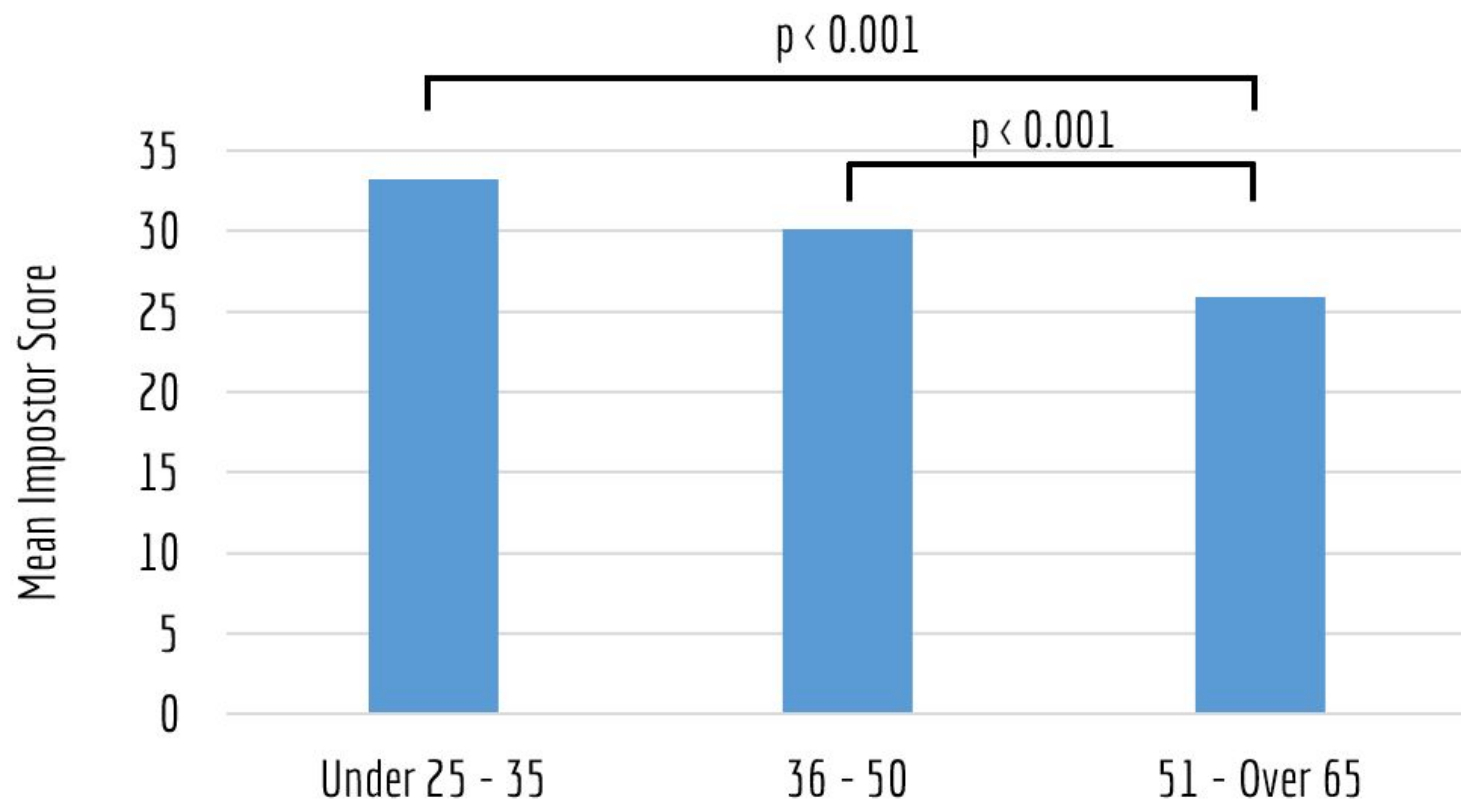
Years in the Profession and Impostor Scores



Age and Impostor Scores



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Age/Time in Profession

I used to have a bit of imposter syndrome, like most people, but **as I've gotten older**, I've realized that most people feel this way at points....

Age/Time in Profession

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I have been a professional librarian for over 35 years so I do not have feelings of inadequacies at work. ... because **I have been working so long** in the field I have a good sense of what is important and what is not...

Strategies

What strategies do you use to address any feelings of inadequacy at work?

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How effective are these strategies?

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How effective are these strategies?

n = 459

Internal Strategies

Just keep going. '**Fake it until you make it.**'

Breathe, meditate and **be really well-prepared** for every meeting I attend.

I tell myself **you have accomplished these efforts before** and you can do it again. I **take a deep breath** and go for it.

I don't have a choice, but to **keep trying**.

External Strategies

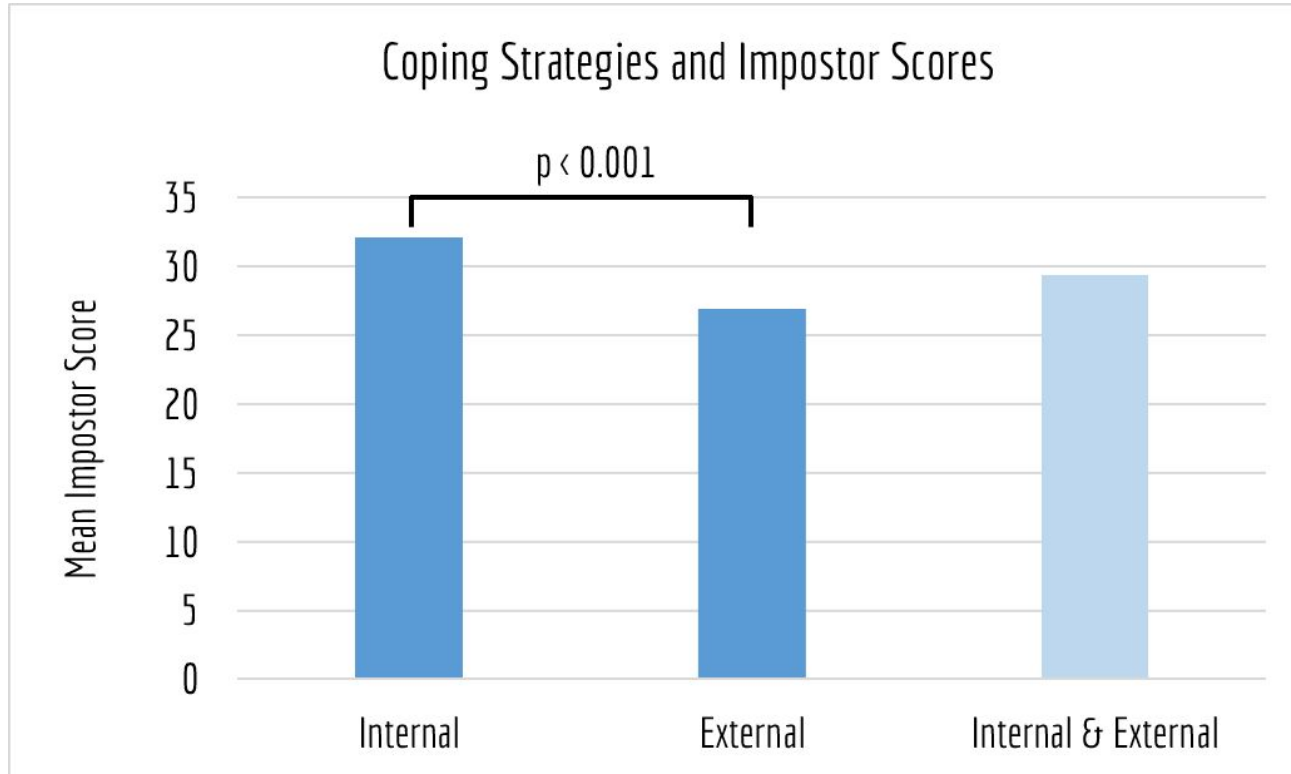
I will sometimes **talk out projects or strategies with co workers** to make sure they can follow/agree with what I'm doing.

I think it is important to be able to **communicate with my supervisor and peers**. Right now I have a very approachable boss who I trust and can share my feelings with.

Take **continuing education** classes, attend **conferences**, work on **certifications**

Talk to family, talk to friends. Talk to myself as if I were one of my friends.

Coping Strategies: Internal vs. External Support



Takeaways



75%

Reported their strategies were effective

THOUGHTS YOU HAVE ON THE FIRST DAY OF A NEW JOB:



■ MY BOSS IS GOING TO REALIZE
I WAS A HUGE MISTAKE.

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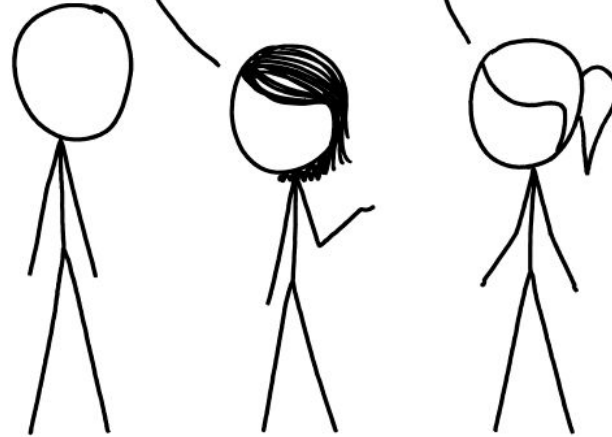


MEDICAL LIBRARY
ASSOCIATION

THIS IS DR. ADAMS. SHE'S A SOCIAL
PSYCHOLOGIST AND THE WORLD'S TOP
EXPERT ON IMPOSTOR SYNDROME.

HAHA, DON'T BE SILLY! THERE
ARE LOTS OF SCHOLARS WHO
HAVE MADE MORE SIGNIFICANT...

...OH MY GOD.



Future directions

Additional analyses

Future directions

Additional analyses

Strategies

Identity frameworks

Future directions

Additional analyses

Strategies

Identity frameworks

Data sharing

Contact us

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