

Imposter Syndrome



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Midwifery Mentoring and
Belonging

Introduction

- ◆ Charlette Withers MSN CNM, RN since 2001, and L&D/Women's Health from 2002 to 2016, Midwife practicing at Kaiser SB County since 2017
- ◆ Woman of many hats!
- ◆ Enjoy creating fun outing for myself and others, love a new trendy hot spot, restaurant, and coffee/high tea room
- ◆ Love enjoying the fine things of life- I believe in self care!!!
- ◆ Recently have been getting into REI

What is Imposter Syndrome??

Imposter syndrome is a psychological occurrence in which an individual doubts their skills, talents, or accomplishments and has a persistent internalized fear of being exposed as a fraud.[1] Despite external evidence of their competence, those experiencing this phenomenon do not believe they deserve their success or luck

Imposter syndrome affects many- although high achievers and those raised in families that were controlling and simultaneously, fall victims to this often. Unfortunately it can happen to anyone.

This is not a medical condition or a diagnosis but a PATTERN of negative thinking that can lead to negative self talk and self doubt as well as missed opportunities.

FUN FACT– Everyone has had this once in a lifetime

Symptoms of IS

- Crediting luck or other reasons for success
- Feeling like everyone else knows what they are doing and NOT YOU!
- Fear of being seen as a failure
- Feeling like overworking is the only way to achieve accomplishments or expectations
- Feeling unworthy of affection and attention
- Downplaying accomplishments
- holding back from reaching attainable goals

Feelings of self doubt can manifest into excessive stress, fear and anxiety. Studies point out that IS can lead to poor job performance, mistakes, and lead to burnout. Also IS can also be linked to anxiety and depression.

Types of Imposter Syndrome



SUPERHERO:
overwork themselves to make up
for how inadequate they feel



NATURAL GENIUS:
set exceedingly high goals, feel
crushed when they don't meet them



EXPERT:
never satisfied with their level of
understanding, always trying to
learn more



PERFECTIONIST:
never completely happy with their work,
fixated on flaws instead of strengths



SOLOIST:
prefer to work alone, won't ask for help for
fear of appearing weak or incompetent

How to navigate through IS as a student midwife!

- **Separate feelings from facts-**
Be ready to feel, observe, be mindful and ready to respond.
- **Take note of your accomplishments-** on days where you get a accolade or note. Save this, print it, write it down, to look back at on low days.
- **STOP COMPARING ONLY FOCUS ON YOU!**
- **Reverse negative thoughts-** talk back to yourself!
- **Talk to other like minds**
- **Talk to a therapist or mentor**

How can mentors assist in the navigation of Imposter Syndrome?

- Remember your start!
- Foster a safe environment
- Encourage even the hiccups!
- See the mentee as your assignment
- Allow for recap and venting. While building in weaker areas
- CELEBRATE THE WINS BIG!!!!

SEE YOURSELF IN THE FUTURE CNM LOOKS
GOOD ON YOU!!!!

