Impostor Syndrome
NIH

• National Institute of...

HOMICIDE
Lecture Invitation: Frontiers in Addiction Research and Pregnancy Morehouse School of Medicine_October 12-19, 2018

Schatten, Gerald P <gschatten@mwi.magee.edu>
To: Jennifer Villwock <jennifer.villwock@gmail.com>

Fri, Jul 13, 2018 at 10:27 AM

Dear Jennifer,

On behalf of our Executive Committee, I’m so pleased to invite you to speak at our NIDA-funded advanced training course entitled: "FRONTIERS IN ADDICTION RESEARCH AND PREGNANCY."

This first offering will be held from October 12-19 in Atlanta at the Morehouse School of Medicine, where you will join other luminaries in training the next generation of leaders in substance abuse during pregnancy and its neonatal aftermath.

Jerry

Gerald Schatten, Ph.D.
Director, Pittsburgh Development Center
Director, Division of Developmental & Regenerative Medicine
Professor of Ob-Gyn-Repro Sci, & of Cell Biology & of Bioengineering; UP Cancer Institute;
University of Pittsburgh School of Medicine
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• Is there a way to check that this is real?
• How did they find me?
• Am I part of an academic catfishing scheme that will ultimately lead to being lured to a place where no can hear me scream?
• Jokes on them – I did tae kwon do from kindergarten to second grade, judo for 10 months as an adult, and have watched all the karate kids.

Jennifer Villwock <jennifer.villwock@gmail.com>

to Dana

Thanks my friend. I shall reply and say I’d love to come talk/get murdered.
Background

The Syndrome

Suggestions
Background

The Syndrome

Suggestions
Mongolia
Background

The Syndrome

Suggestions
Background

The Syndrome

Suggestions
Other Syndrome

• Immigrant
• Minority
• Woman
• Dissenting Political Views
• Sexual Orientation
• Language
• Anything
Representation Matters
It’s hard to be what you cannot see.

If you’re not at the table, you’re on the menu.
Don’t put it on the menu if you’re not ready to have it ordered
What does a bird chick (AKA baby bird) look like?
Authenticity
• I can give the impression that I’m more competent than I really am.

• I’m afraid people important to me may find out that I’m not as capable as they think I am.

• It’s hard for me to accept complements or praise about my intelligence or accomplishments.
“I will attend to my own health, well-being, and abilities in order to provide care of the highest standard.”
“A good doctor...requires high self-esteem and minimal impostor characteristics to have a positive impact.”
Impostor Syndrome – Medical Students

- 49.4% females versus 23.7% males
- Asians and whites – 30%
- All other races – 72.7%
- 4th year of medical school
Burnout – Medical Students

• IS significantly associated with multiple burnout components
  • Exhaustion
  • Cynicism
  • Emotional exhaustion
  • Depersonalization
Impostor Syndrome - Implications
Failure Avoidance

• Lack of self-worth protection
• Self-handicapping
• Negligence
• Defensive pessimism
• Justify anticipated failures
How We Contribute

• Gatekeeping
  • Putting down or rejecting someone’s knowledge on a subject/experience
  • → discourage their overall participation

• You’ll never be a good surgeon/doctor/etc if you can’t handle [xys thing]
• You’re not a real ENT surgeon if you subspecialize and give up half of your training
• * Rolling your eyes when someone asks a question *
Diversity & Inclusion

THE DIVERSITY BONUS
How Great Teams Pay Off in the Knowledge Economy
SCOTT E. PAGE

KU THE UNIVERSITY OF KANSAS
Department of Otolaryngology - Head and Neck Surgery
Background

The Syndrome

Suggestions
Background

The Syndrome

Suggestions
“If you are comfortable being listed as a Co-I, please send along your biosketch... If you are not comfortable, please do not hesitate to let me know. I look forward to our continued collaboration either way.”
“Do you have a few minutes to talk over the phone about this? We need to chat briefly about the Co-I thing.”
What does this make you feel?
What to do?

• Panic
• Phone a friend
• Binge Netflix
• Much wine to mourn the loss of your career before it even began?
• Happily proceed to meeting
Thought Model
Sorry for the mean, hurtful, accurate things I said to you.
un·com·fort·a·ble
/,əˈkəmfrədəb(ə)l, əˈkəmfrərbəl/

- causing or feeling unease or awkwardness.
  "he began to feel uncomfortable at the man's hard stare"

synonyms: uneasy, awkward, nervous, tense, ill-at-ease, strained, edgy, restless, embarrassed, troubled, worried, anxious, fraught, rattled, twitchy, discombobulated, antsy

"I felt uncomfortable in her presence"
EXPERIMENT
THE DREAM IS FREE, BUT THE HUSTLE IS SOLD SEPARATELY
What are you willing to **DO**?

What are you willing to **FEEL**?
Ready, Willing, and Able...

- To fail
- Tingling or burning in my stomach
- Heat rising in my cheeks
- Slight tightening of my voice
Goals

Fail.

Often.

Set failure goals.
This CV is unlikely to be complete – it was written from memory and probably omits a lot of stuff. So if it’s shorter than yours, it’s likely because you have better memory, or because you’re better at trying things than me.

<table>
<thead>
<tr>
<th>Research funding I did not get</th>
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<tr>
<td><strong>Meta-Failures</strong></td>
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You are Braver than you believe, Stronger than you seem, and Smarter than you think.
Slowly Crank Up the Love

There is an award.

Someone will win that award.

Someone will win that award, might as well be me.

I can win this award.
Each of you is perfect the way you are... and you can use a little improvement.

Shunryu Suzuki

PICTUREQUOTES.com

Solid, B- Work

• Overwhelm
• Perfectionism
Graceful Self-Promotion

- Content promotion

- I am the conduit for this information
Thank You...Questions?

- Jennifer A. Villwock, MD
- jvillwock@kumc.edu