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You Don't Have Impostor Syndrome!

Understanding the Learning Process

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A little about me...

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✖ ladies
learning
code



Impostor Syndrome

“A term coined in 1978 by clinical psychologists Dr. Pauline R. Clance and Suzanne A. Imes referring to high-achieving individuals marked by **an inability to internalize their accomplishments** and a persistent **fear of being exposed** as a ‘fraud’.”

[The imposter phenomenon in high achieving women: Dynamics and therapeutic intervention, Wikipedia](#)

Impostor Syndrome

- Not considered a mental disorder but more of a collection of feelings
- Can be experienced by anyone (it's pretty common!)
- Thought to disproportionately affect marginalized groups and high achievers

Impostor Syndrome

“Proof of success is dismissed as luck, timing, or as a result of deceiving others into thinking they are more intelligent and competent than they believe themselves to be.”

Impostor Syndrome vs. Learning

Impostor syndrome: the inability to internalize your **achievements** as a result of your own abilities.

Learning: acquiring a **new** skill or knowledge; usually through study, practice, training and experience.

Learning is often
uncomfortable and
overwhelming.

Embrace learning

When learning or doing something new (like starting a new job or learning a programming language), feeling like you don't know how to do it is **normal**.

Because you actually don't know how to (yet)!

Giving the advice, “It’s just impostor syndrome” turns the natural process of learning into a catchphrase...

...that excuses the discomforts
rather than allows us to
embrace the challenges and
realistically assess our skills
and environment.

“Framing impostor syndrome as a confidence problem places the burden of ‘fixing’ it wholly on the person suffering from it, in the same vein that **Lean In** places the burden of dealing with sexism in the workplace on women.”

[Impostor Syndrome Is Not Just a Confidence Problem](#) - Alicia Liu

Fake it 'til you make it.



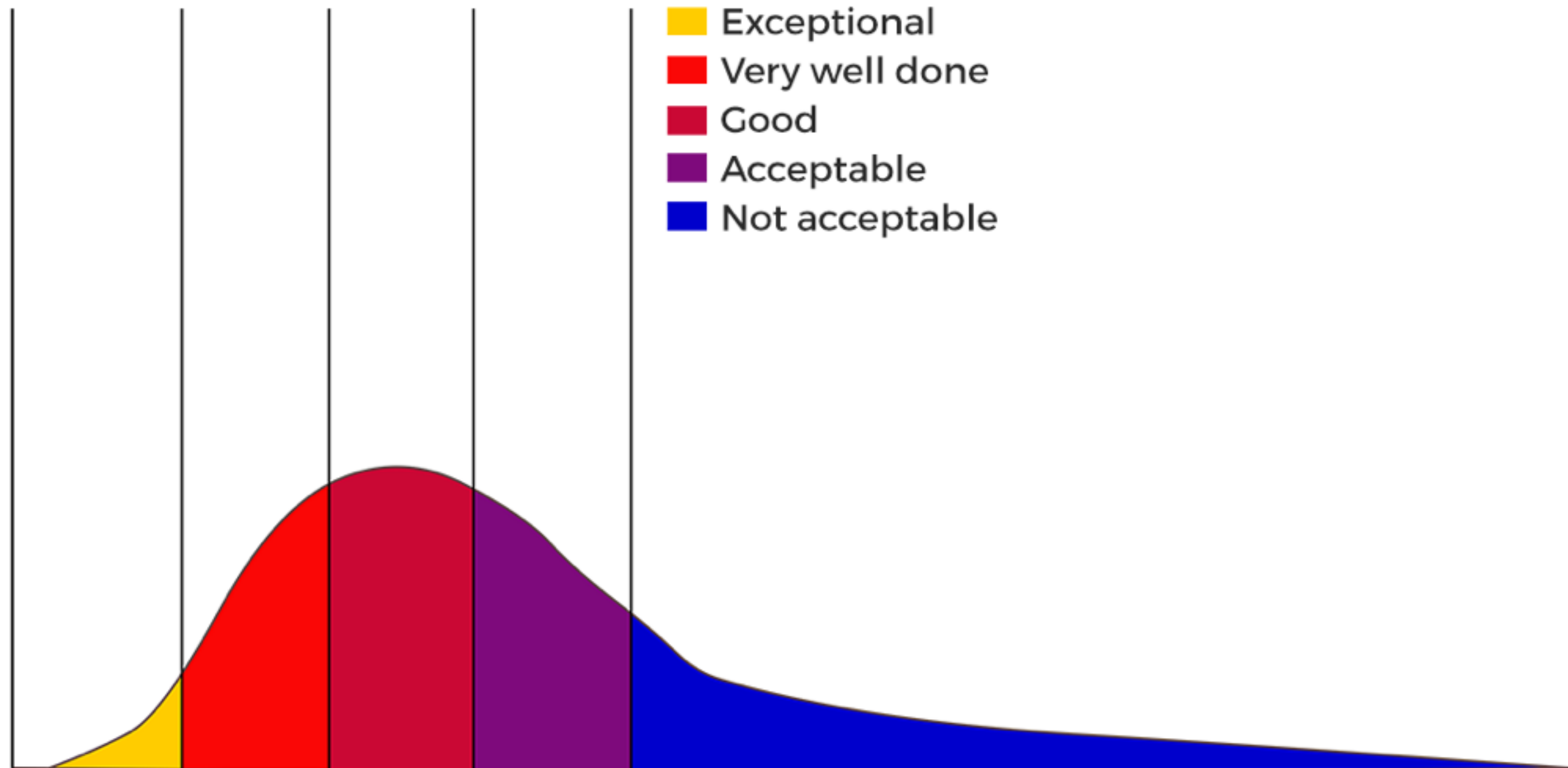
If you can't admit that you
don't know something, how
can you ask for help?

“When people say ‘But a little bit of ego is a good thing,’ they’ve considered the matter only superficially. What they mean is that success requires a certain confidence, a faith in oneself—and in that they are correct.

But it’s critical that we make the distinction between **confidence** and **ego**.”

Do You Have to Be a Jerk to Be Successful? - Ryan Holiday

Average Distribution



Educators (or senior & leadership roles)

Create an inclusive environment where people feel comfortable asking any type of questions.

Tailor your feedback / help per the person's strengths and weaknesses but treat each person the same.

Educators (or senior & leadership roles)

Understand that marginalized groups are not lowering the bar and should not have to prove themselves.

Remember that your experience is not that same as others and try to be aware of your privileges.

Students (or juniors / new roles)


Figure out the source of your feelings.
“Do I feel overwhelmed because I actually just don’t know it yet?”

Mark & acknowledge your achievements,
big or small.

Students (or juniors / new roles)

Understand your circumstances but don't let it victimize you. Use this knowledge to help you realistically plan your goals.

Make sure you are ready and willing to put in the effort. Wanting and doing are two different things.




I don't sleep good.
I think too much.

Some closing thoughts...

Don't be afraid to
actually be confident!

(And not the self-deprecating, humble-brag BS! Ugh.)



**You guys, I'm like really smart now,
you don't even know.**

STARTED
FROM
THE
BOTTOM.



Success stories are just
that. Stories.

Pick role models, friends,
colleagues you actually like!
People that support you
and have similar values.

Don't waste your time
chasing someone
else's dream.

Thank you!

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