

Blame It On Your Juice!

Approaches to Defying Imposter Syndrome

Deb Karhson, PhD and Miranda Stratton, PhD

April 15, 2021

Provide feedback at <https://tinyurl.com/2021juiceworkshop>

Learning Goals

Understand what is meant by 'imposter syndrome' and 'imposter fears'

Understand the interaction between imposter fears, stereotype threat, and microaggressions

Build a resilience toolkit to strengthen our resolve in the most challenging of times

Speaker Introductions

Miranda Stratton, PhD

Office of Graduate Education's Assistant
Director for Biosciences Diversity Programs

Trained cell biologist turned diversity, equity,
and inclusion (DEI) practitioner

Current role involves bringing DEI
practices into recruitment & retention efforts
for the Biosciences PhD programs



Deb Karhson, PhD

Grant Writing Academy's Assistant Director
for JEDI (Justice, Equity, Diversity, Inclusion)
initiatives

Basic Life Research Scientist in the Psychiatry
and Behavioral Sciences Department in the
Autism and Developmental Disorders
Research Program



Settling in for Self-Affirmation

This may be uncomfortable!



Agreed Terminology



Imposter Fears: “The **feeling or emotional state** of phoniness in people who believe they are not intelligent, capable or creative despite evidence of high achievement”. A **transitory experience** that success is underserved or illegitimately achieved.

Imposter Syndrome = ableist language

This is not a medical ailment, disorder, or disease with a defined cure.

Imposter Fears: The W's

What?

Need to be special or the best

Denial of ability and the discounting
praise

Fear or anxiety of failure

Guilt surrounding success

Cyclic nature of performing an action
and little to no feedback

Why?

Self and Others' Expectations

Social Identities

Stress of 'representing' your entire social
group (**stereotype threat**)

Other Mental Health Issues

Perfectionism

Working in a creative field

Imposter Fears Archetypes



"The Super Hero"



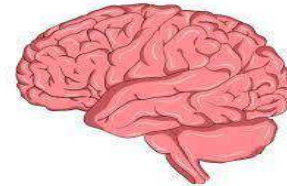
"The Perfectionist"



"The Expert"



"The Soloist"



"The Natural Genius"

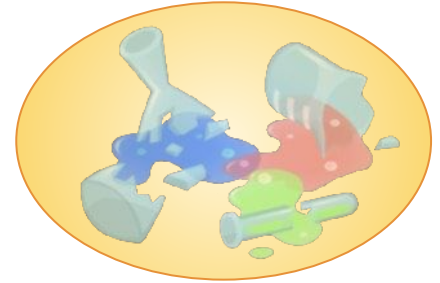
Reframe the Imposter Fears



Use Gaps in Knowledge as a
Springboard to Expertise or New Skill



Time Management for Your Less
Than Ideal Self



Embrace the "Re-" in Research

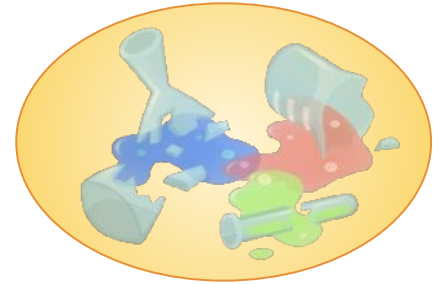
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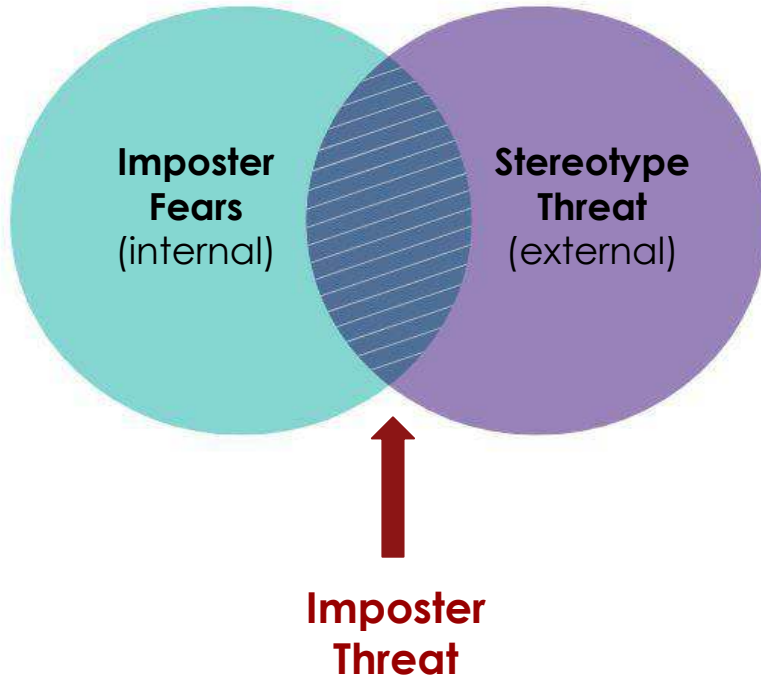


Be Empowered As A
Scientific Leader



Embrace What You Don't Know -
Ask All the Questions

Imposter Fears + Stereotype Threat = Imposter Threat



Impostor Syndrome — Some thoughts associated with impostor syndrome:

- I shouldn't be here
- I don't have the qualifications
- There are people out there better at this than me

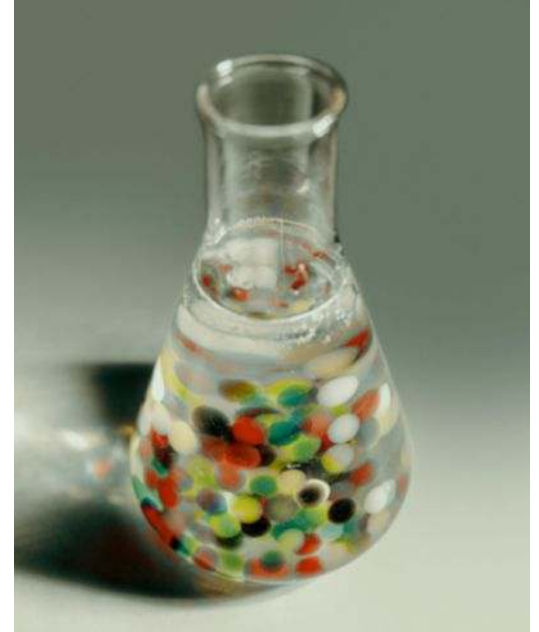
Stereotype Threat — Some thoughts associated with stereotype threat:

- S**t. I'm here (or I'm getting there real soon and there is nothing stopping that)
- If I screw this up, that will look badly on all <fill in the underrepresented minority here>
- <underrepresented minorities> are never successful at <activity> because of <stereotype>: Ex: People with disabilities are terrible at sports because they are all klutzes.

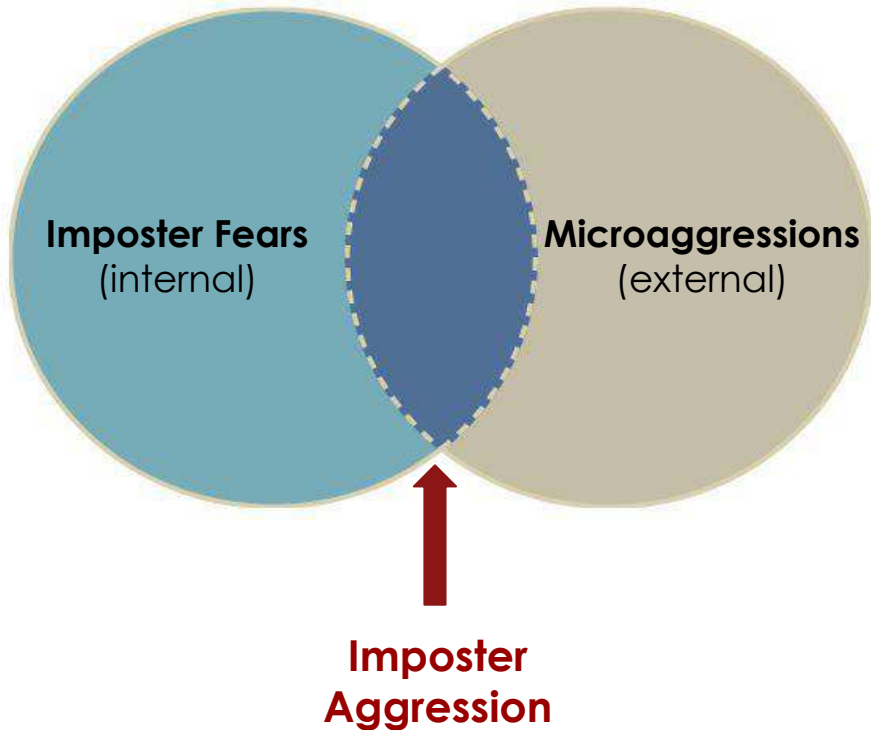
and then loop back to impostor syndrome.

Imposter Threat is a threat
to your forward progress

We have been working with
bad data!



Imposter Fears + Microaggression = Imposter Aggression



Microaggression - “**everyday exchange** that cues a sense of subordination based on any one of a number of social identities, including: race, gender, sexual orientation, socioeconomic background, nationality, religion, and disability”.

Imposter aggression - the bad data has been peer reviewed and widely repeated

Building Toolkits for Resilience



Resilience Tool #1: Dance it Out!

The science of a 30-second dance party

What's a song that always lifts your spirits?

Share in the chat!



Resilience Tool #1: Dance it Out!

The science of a 30-second dance party

What's a song that always elevates your mood?

Share in the chat and add to our community playlist of go-to songs for your next 30-sec dance party.

[Add to our Spotify playlist here!](#)



Resilience Tool #2: Fact-Check Fears with Affirmations

Purpose: Use facts that affirming your talent and skill to counter imposter fears

- Also known as “Blaming It On Your Juice”
- Terminology: “Juice” refers to your skill or remarkable talent

What are **Mad Libs**?

- Phrasal template word game
- Popular in the 1980's and 1990's

Writing your own fact-filled affirmations can be challenging! We have provided a framework!

- With each new list of words, you get a new affirmation

Complete the Following List

First Name:

Last Name:

Field of Study:

Fact You Made (e.g., paper finding, diss title):

Proud Lab Talent:

Personal STEM Rockstar:

Favorite CV Accomplishment/Accolade:

Another Proud Lab Talent:

Positive Superlative Adjective:

Resilience Tool #2: Affirmation Mad Libs - How to Blame it on Your Juice!

I am _____ of House _____. Doctress of _____.
(First Name) (Last Name) (Field of Study)

I am, in fact, the first person to _____.
Fact You Made (i.e., paper finding, diss title)

I'm a baddie at the bench! You should see me _____. I'm like _____, but better!
(Proud Lab Talent) (Personal STEM Rockstar)

I didn't even mention the hidden gems on my CV! For instance, DID YOU KNOW _____?!
(Favorite CV Accomplishment/Accolade)

Without me, my lab would be unable to _____. This is why I am invaluable at Stanford & in STEM.
(Another Proud Lab Talent)

I am published. I am well-resourced. I do what I want to do with my PhD! I'm who I want to be because I am me! My future is _____ because I **always** put in the WORK.
(Positive Superlative Adjective)

My talent is the pudding in the proof! Gotta blame it on my juice!

Resilience Tool #2: Practice with Public Affirmations

Using Padlet to collect new public data

Complete the prompts “I am remarkable/I am capable because...”

[Add to the Padlet here!](#)



Resilience Tool #3: Adjusting Mindset Through Mindfulness

Unclench your jaw

Lower your shoulders

Reset your posture



What Was Said: Approaches to Defying Imposter Fears

0. Rest, Hydrate, Snack, & Sun Yourself
1. Name it to Banish It!
2. Dance it Out!
3. Blame it on Your Juice!
4. Be Here Now!



Upcoming Keynote - Dr. Adia Gooden

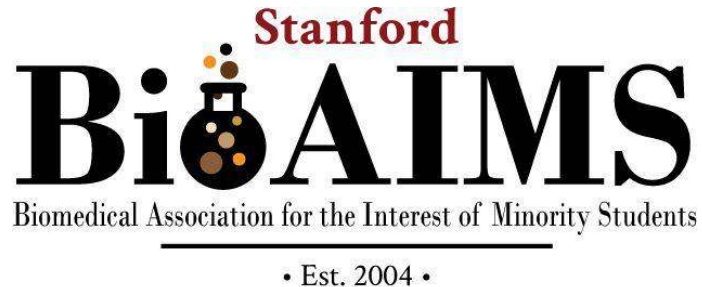
BioAIMS Retreat “Know Your Worth”
Keynote Speech

April 26th, 12 pm - 1 pm PST

Attend via Zoom:

<https://stanford.zoom.us/j/94033200479?pwd=RHlyL2JuRzVQWHppd2dYSDliczNJQT09>

Password: 384634



<https://dradiagooden.com/>

Thank you!

Provide feedback to receive slides, playlist and Padlet!

<https://tinyurl.com/2021juiceworkshop>

Questions?

Deb Karhson - dkarhson@stanford.edu
Miranda Stratton - mirandas@stanford.edu

Additional Resources for Building Resilience Toolkits

- Speak it into existence using visual affirmations -
 - Sticky notes in your work/living space
 - "Smile File" - saved emails of praise from mentors, mentees, others
 - Give yourself credit journal: write down 3 things you are giving yourself credit for each day. Not item is too small to include!
 - I Am App for [Apple](#) and [Android](#)
 - Identify your glows (successes), grows (improvement areas), goals & accomplishments
 - [Insight Timer Meditation App](#)
 - [Friendly Reminder for Desk](#) - From Joel Dalton, WUSTL
- Dr. Adia Gooden -
 - [Food Heaven Podcast on Cultivating Self-Compassion](#)
 - [Dr. Adia Gooden's website](#)
- NIH OITE -
 - [Mental Health and Well-Being Series](#)
 - [YouTube Channel](#)
- Other Resources -
 - <https://sas.uua.uw.edu/husky-experience/known-yourself/managing-imposter-syndrome/>
 - <https://tinybuddha.com/blog/change-life-changing-stories-tell-yourself/>
 - <https://www.mindtools.com/pages/article/overcoming-impostor-syndrome.htm>
 - Medium article - [Resources for Imposter Syndrome, Empathy, and Advocacy](#)
 - [10 traits of emotionally resilient people](#)
 - [So You Wanna Talk About](#)
 - [Apply for jobs like Privileged White Man](#)