

Imposter Syndrome: Making the Case to Yourself Exercise

2017 NALP Annual Education Conference
Susanne Aronowitz, Sally Olson, Neha Sampat

STEP 1: Recognize our thoughts	What is the thought you are dealing with?	
	What feelings does that thought generate?	
	What triggered that thought? <ul style="list-style-type: none">• Where were you?• Who were you with?• What was the situation?	
STEP 2: Examine our thoughts	Examining the thought: <ul style="list-style-type: none">• Is it kind?• Is it helpful?• Is it true?• Whose thought is it?	
	Evidence that supports that thought: <ul style="list-style-type: none">• Is the evidence reliable?• Could you be jumping to conclusions?	
STEP 3: Reframe our thoughts and choose our response	Can you imagine a different explanation that could be true?	
	What evidence supports the new explanation?	
	With this awareness, what can you do to choose how you respond to these triggers in a way that is true, helpful and rooted in reality?	

Adapted from PsychologyTools.com

Making the Case To Yourself – Sample

STEP 1: Recognize our thoughts	What is the thought you are dealing with?	I am not capable of teaching a room of career services professionals how to teach their students how to negotiate salaries with small law firms.
	What feelings does that thought generate?	Anxiety that I can't deliver on others' expectations; Fear that people will think I'm not good at my job.
	What triggered that thought? <ul style="list-style-type: none"> • Where were you? • Who were you with? • What was the situation? 	Planning for a presentation at the NALP Conference (many years ago!). I held these thoughts privately and did not share them.
STEP 2: Examine our thoughts	Examining the thought: <ul style="list-style-type: none"> • Is it kind? • Is it helpful? • Is it true? • Whose thought is it? 	I don't think I gave myself enough credit. Telling myself that I was not capable was neither true nor helpful. I've coached many lawyers on how to negotiate their salaries.
	Evidence that supports that thought: <ul style="list-style-type: none"> • Is the evidence reliable? • Could you be jumping to conclusions? 	I never thought of myself as an expert negotiator. I see now that just because I'm not an expert negotiator, I may have jumped to a conclusion that I couldn't help others prepare for salary negotiations.
STEP 3: Reframe our thoughts and choose our response	Can you imagine a different explanation that could be true?	It's possible that I might have been able to conduct this session on my own.
	What evidence supports the new explanation?	<ul style="list-style-type: none"> • I've coached many students/graduates on negotiating with their employers. • I always prepare for speaking engagements and am good at seeking out helpful resources. • I had been invited to deliver this workshop—SOMEONE thought I could do it.
	With this awareness, what can you do to choose how you respond to these triggers in a way that is true, helpful and rooted in reality?	This is a good reminder that when a new opportunity seems daunting, I should still consider doing it. I always prepare in advance and know how to access resources to fill in my knowledge gaps. And speaking on a topic that seems intimidating is a great way to enhance my knowledge and add to my value.

SUSANNE ARONOWITZ

“Imposter Syndrome: The Legal Profession’s Silent Epidemic,”
2017 NALP Annual Education Conference

Please list three action items from this presentation that you will take back to your institution in order to combat Imposter Syndrome?

Action Item 1:

I can engage the following resources and support to make this effort:

I intend to complete this action by (write date): _____

Action Item 2:

I can engage the following resources and support to make this effort:

I intend to complete this action by (write date): _____

Action Item 3:

I can engage the following resources and support to make this effort:

I intend to complete this action by (write date): _____

Please share your Action Plan with another panel attendee so you can support one another, brainstorm together, and hold one another accountable.

My accountability partner is: _____

Contact Info: _____

Check-In Date/Time: _____

Imposter Syndrome Resource List
2017 NALP Annual Education Conference
Susanne Aronowitz, Sally Olson, Neha Sampat

Books

Jeena Cho and Karen Gifford, The Anxious Lawyer, ABA Publishing, 2016.

Haunts Your Success, Peachtree Pub Ltd., 1985.

Tom Rath, StrengthsFinder 2.0, Gallup Press, 2007.

Joyce M. Roché, The Empress Has No Clothes: Conquering Self-Doubt to Embrace Success, Berrett-Koehler Publishers, San Francisco, 2013.

Claude Steele, Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do (Issues of Our Time), W. W. Norton & Company, 2013.

Rosamund Stone Zander and Benjamin Zander, The Art of Possibility: Transforming Professional and Personal Life, Penguin Books, 2002.

Articles

Kristin Chirico, "13 Charts that will Make Sense to People with Imposter Syndrome" <http://www.buzzfeed.com/kristinchirico/13-charts-that-will-make-total-sense-to-people-with-impostor#.bi8dD1VOM>

Jeena Cho, "The Science Behind Extracting Yourself From The Cycle Of Destructive Thought Patterns," Above The Law, January 3, 2017
http://abovethelaw.com/2017/01/the-science-behind-extracting-yourself-from-the-cycle-of-destructive-thought-patterns/?utm_content=buffer1033d&utm_medium=social&utm_source=twitter.com&utm_campaign=buffer&rf=1.

Amy Cuddy, "I Don't Deserve to be Here: Presence and the Impostor Syndrome," <https://leanin.org/news-inspiration/overcoming-imposter-syndrome-to-reveal-your-presence/>

Alexis Hancock, "How The Rhetoric of Imposter Syndrome Is Used to Gaslight Women in Tech," Model View Culture, April 25, 2016,
<https://modelviewculture.com/pieces/how-the-rhetoric-of-imposter-syndrome-is-used-to-gaslight-women-in-tech>.

Evelyn Marinoff, "Ever Feel Like A Fake? Here's How To Fix It" http://www.quietrev.com/ever-feel-like-a-fake/?utm_medium=social&utm_source=lnkd.in&utm_campaign=sc+linkedin.

Akira Miyake, Lauren E. Kost-Smith, Noah D. Finkelstein, Steven J. Pollock, Geoffrey L. Cohen, Tiffany A. Ito, "Reducing the Gender Achievement Gap in College Science: A Classroom Study of Values Affirmation," *Science*, November 25, 2010, http://psych.colorado.edu/~tito/Miyake_et_al_2010.pdf

Tara-Nicholle Nelson, "The Upside of Imposter Syndrome: Lessons from Women in Tech," *Forbes*, April 26, 2012, <http://www.forbes.com/sites/taranelson/2012/04/26/the-upside-of-imposter-syndrome-lessons-from-women-in-tech/#4a8422ae34f0>

Samantha Walravens & Heather Cabot, "5 Exercises Sheryl Sandberg, Silicon Valley Women Do to Build Confidence," <http://www.forbes.com/sites/geekgirlrising/2016/09/06/5-exercises-sheryl-sandberg-silicon-valley-women-do-to-build-confidence/print/>.

Ed Yong, "Not Exactly Rocket Science: 15-minute writing exercise closes the gender gap in university-level physics," *Discover*, November 25, 2010, http://blogs.discovermagazine.com/notrocketscience/2010/11/25/15-minute-writing-exercise-closes-the-gender-gap-in-university-level-physics/#.WKX-Q_krLic

"Coaching Questions 101: 5 Easy Ways to Identify Your Clients' Limiting Beliefs," <https://www.thecoachingtoolscompany.com/5-ways-to-identify-and-work-through-your-clients-limiting-beliefs>

Podcasts/Videos

Brené Brown, "The Power of Vulnerability," TEDx Houston, June 2010, https://www.ted.com/talks/brene_brown_on_vulnerability?language=en

Amy Cuddy, "Your Body Language Shapes Who You Are," TEDGlobal, June 2012, https://www.ted.com/talks/amy_cuddy_your_body_language_shapes_who_you_are

Susan Cartier Liebel, "Are You An Imposter? Guest Lecture with Karen Caffrey," <http://solopracticeuniversity.com/2016/08/15/are-you-an-imposter-guest-lecture-with-karen-caffrey/>.

Lucy Maher, "Imposter Syndrome--Do You Suffer From It?" Apresgroup.com http://apresgroup.com/impostor-syndrome-suffer/?utm_source=newsletter&utm_medium=email&utm_campaign=10312016.

Websites

Dr. Pauline Rose Clance, Articles and books on the Imposter Phenomenon, <http://paulineroseclance.com>.

Dr. Pauline Rose Clance, Clance Imposter Phenomenon Scale, <http://paulineroseclance.com/pdf/IPTestandscoreing.pdf>.

Exercises

Values Exercise:

https://github.com/hypatia/virtuoso/blob/master/Part_1_worksheet.en.md