



Escuela de Medicina y
Ciencias de la Salud
TecSalud

Imposter syndrome: Women, psychology and society

APWiL mentoring program

Luis Arturo Sirgo Cruz

Ana Cecilia Ahedo Azuara



“Imposter syndrome is
but a symptom;
INEQUITY is the
disease”

Mullangi & Jagsi, 2019



Tecnológico de Monterrey
Escuela de Medicina



Overview

- “Clance and Imes observed that many high-achieving women tended to believe they were inadequate or not competent despite academic and professional accomplishments.” – Robinson, 2017 – currently we know it affects both genders
- A google search of “imposter syndrome” yields over a million hits (...) approximately 70 percent of people will experience it at some point in their lives (Sakulku & Alexander, 2011, in Craig, 2018)



Overview

- “...there is no published review of the evidence to guide the diagnosis or treatment of patients presenting with impostor syndrome” – Bravata et al., 2020
- “No published studies evaluated treatments for this condition” - Bravata et al., 2020



Lets talk about the syndrome

- “... a pattern of behavior wherein people (even those with adequate external evidence of success) doubt their abilities and have a persistent fear of being exposed as a fraud” Mullangi & Jagsi, 2019
- More prevalent in minorities – racial ethnic and religious, WOMEN, and high achievers – Chrousos & Mentis, 2020



How it feels...

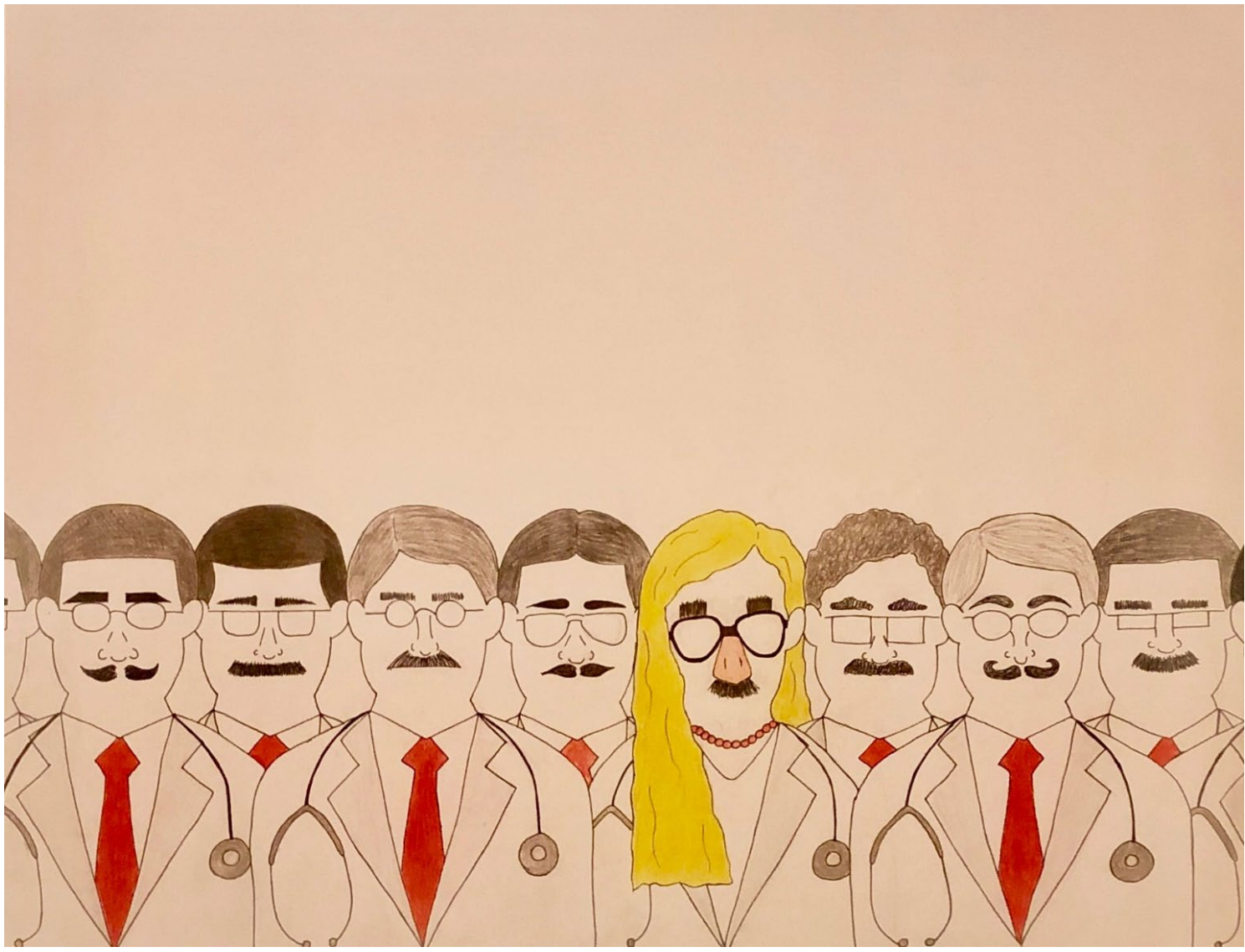
- “... constantly comparing myself to others and worrying that I did not measure up” Kimyon, 2020
- Some specifics you should look for (Leonard, 2020 - reviewed by Litner)
 - a sense of being a fraud
 - fear of being discovered
 - difficulty internalizing their success



How it feels...

- Some changes you might be implementing because you think you are the impostor (Leonard, 2020 - reviewed by Litner)
 - Holding yourself back
 - Avoid taking on responsibilities
 - Doubting yourself
 - Attributing your success to outside factors
 - Job dissatisfaction and burnout
 - Avoid seeking promotions
 - Fear of failure = overachieving





Tecnológico de Monterrey
Escuela de Medicina

Kimyon, 2020



Imposter syndrome and academia

- According to Bothelo and Roulet (2018), the syndrome is very much present, especially in younger scholars.
 - It seems that, as a high achieving academic at a young age, the characteristic feelings of IS start to appear. These scholars “ascribe their accomplishments to luck and contingency rather than individual skill and merit...”
 - Fear of “being exposed as charlatans”



The onset of imposter syndrome often becomes manifest in **graduate school**.

It is then intensified when academics take on **management responsibilities**.



Tecnológico de Monterrey
Escuela de Medicina



Society

- “imposter syndrome might be viewed less as a personal challenge affecting a few than a systemic problem of considerable scale with real, detrimental consequences to those affected” Mullangi & Jagsi, 2019



Psychology

- “Impostor syndrome is often comorbid with depression and anxiety and is associated with impaired job performance, job satisfaction, and burnout among various employee populations including clinicians” – Bravata et al., 2020



Women

- Article in Harvard Business Review: *Stop Telling Women They Have Imposter Syndrome* – Tulshyan & Burey, 2021
 - Burnout syndrome
 - Interrogation from colleagues and censoring
 - Overt and covert bullying
 - Self doubt and lack of confidence
 - Systemic racism and bias



Women

- Article in Harvard Business Review: *Stop Telling Women They Have Imposter Syndrome* – Tulshyan & Burey, 2021
 - Factors related to imposter syndrome:
 - Historical and cultural contexts
 - Workplaces and environment



Women

- Article in Harvard Business Review: *Stop Telling Women They Have Imposter Syndrome* – Tulshyan & Burey, 2021
 - Feeling unsure shouldn't make you an imposter
 - Bias and exclusion exacerbate feelings of doubt
 - Confidence doesn't equal competence

FIX BIAS, NOT WOMEN



Tecnológico de Monterrey
Escuela de Medicina



Some tips for yourself...

- Robinson, 2017:
 - Look at the evidence
 - Celebrate your successes
 - Remember, lots of people feel this way
 - Fake it 'til you make it
 - Stay humble
- Craig, 2018
 - Reframe the task.
 - Work smart.
 - Feel the relief and take ownership.
 - Seek out tasks that you are good at.
 - Seek support.



Some tips for yourself...

- Leonard, 2020 - reviewed by Litner
 - Talk about it
 - Awareness
 - Forget about being perfect
 - Challenge those negative thoughts



Some examples at Tecnológico de Monterrey

Premio “Mujer Tec”

Premio Mujer Tec

INICIO CONÓCENOS GANADORAS CONVOCATORIA REGISTRO PREGUNTAS FRECUENTES

María Elena Estavillo Flores

Tecnológico de Monterrey TecSalud Universidad Tecmilenio Sorteos Tec

Premio Mujer Tec

El Premio Mujer Tec tiene como propósito reconocer y visibilizar la trayectoria, las aportaciones y el talento de las mujeres en nuestra comunidad universitaria, abriendo un espacio para compartir logros que realizan para la sociedad, la política y la economía.

[Fechas importantes](#)

[¿Cómo participar?](#)

[Haz tu registro](#)



Tecnológico de Monterrey
Escuela de Medicina



Premio “Mujer Tec”

- Its purpose is to recognize and visibilize our community’s women and their skills, career and contributions.
- It is meant to be an “open space” to share women’s accomplishments in politics, society and economy.



Tecnológico de Monterrey
Escuela de Medicina



Premio “Mujer Tec”

- This year (2022) our Institution announced winners in the following categories:
 - #SheforShe
 - Sports
 - Gender-focused work on citizenship
 - Health and wellbeing
 - Sustainable development
 - Arts and culture
 - Science
 - Business
 - Global leadership



Institutional organization chart

- Medicine and Health Sciences School at Tecnológico de Monterrey:
 - 60% of management positions are occupied by women.
 - 65% of the students at EMCS are women



Tecnológico de Monterrey
Escuela de Medicina



Thank you!



Tecnológico de Monterrey
Escuela de Medicina

