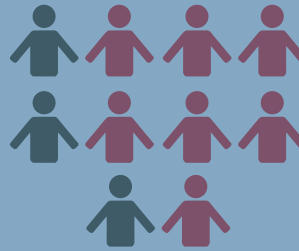


WOMEN IN SCIENCE: IMPOSTER SYNDROME

Imposter Syndrome

describes secret feelings of personal inadequacy in authentically talented, high-achieving people. In the original 1978 discovery article on the impostor syndrome in women, the authors posit that the women in their study "tend to attribute their successes to temporary causes, such as luck or effort." (1)



70% of high-achieving women have suffered from Impostor Syndrome at one time or another. (2)

SYMPTOMS

People suffering from this Syndrome persistently see themselves as inadequate or as failures despite information indicating that they are adequate or successful. (3) They chronically experience feelings of self-doubt and intellectual fraudulence and suffer a loss in self-esteem after a perceived failure. (4)



IMPACT ON INDUSTRY

- 64% of female students feel they have to provide more evidence of their capabilities than male colleagues in order to receive the same recognition (5)
- Men are employed in a STEM occupation at twice the rate of women (31% compared to 15%) (6)

HOW TO COMBAT IT

"The impostor phenomenon and perfectionism often go hand in hand. So-called impostors think every task they tackle has to be done perfectly, and they rarely ask for help." (7) No one is perfect, so sharing imperfections with peers can help alleviate feelings of impostor syndrome. Give a voice to your impostor feelings: talking about them with other students will make very clear that this syndrome is common. "Make a list of your strengths. Look back at examples of your own successful work, or positive reviews, and remind yourself of your own accomplishments" (8).

WOMEN IN SCIENCE DAY



The University of Michigan Museum of Natural History and the Women in Science and Engineering Residence Program partnered to support women through a "Women in Science Day" at the museum. This infographic is a part of the event.

Sources:

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- 3) <https://wellness.caltech.edu/counseling>
- 4) <https://guilfordjournals.com/doi/abs/10.1521/jscp.1990.9.4.401>
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- 6) <https://www.census.gov/prod/2013pubs/acs-24.pdf>
- 7) American Medical Association
- 8) Kaplan, K. "Unmasking the Impostor." Nature, 459 (2009)