



**OCEAN
DISCOVERY
INSTITUTE**
young lives transformed through science

IMPOSTERISM & CODE SWITCHING WORKSHOP

Career Access Mentor Program

TODAY'S GOAL

To fortify participants' professional identities with the awareness of imposterism and strategies to overcome.

AGENDA

- Imposterism
- Code Switching
- Alumni Panel
- Evaluations
- Next Steps

IMPOSTERISM

TALKING TO LEARN

Activate prior knowledge

What does the word “imposter” conjure for you?

In what context do you typically hear the word “imposter”?

Give information

What is imposter syndrome and how can you combat it?

3 key take aways

2 questions

1 thing you resonate with

TALKING TO LEARN

Impostor Syndrome

What's your impostor type?

TYPE 01
The Perfectionist
I should deliver a perfect performance 100% of the time. My work must always be A+.

TYPE 02
The Expert
If I were really smart I would already know everything I need to know to do this.

TYPE 03
The Soloist
I believe that true competence is equal to my own, unassisted achievements. I must do everything myself.

TYPE 04
The Superwoman
If I were really competent, I would be able to do it all, and do it easily and well.

TYPE 05
The Great Mind
I judge myself on ease and speed: If I were really competent, it would come quickly and easily.

To find out how to pick new mindsets for your type, go to <http://sarajanelowry.com/impostor-syndrome-types-which-one-describes-you/>



Express your thoughts

What is imposterism?

Has anyone ever experienced imposterism?

TALKING TO LEARN

Check for understanding

- What questions came up for you?

Give information

- How do microaggressions play a role in imposterism?
 - <https://www.youtube.com/watch?v=e4N50b76cZc>

Express your thoughts

- Share strategies for addressing imposterism.

9 Ways to Cope With Imposter Syndrome

Know the signs.

Know you're not alone.

Distinguish humility & fear.

Let go of perfectionism.

Be kind to yourself.

Track your success.

Talk with your mentor and a manager.

Say "yes" to opportunities.

Embrace the feeling.





TALKING TO LEARN

Transfer understanding

- How will knowing about imposterism affect your sense of belonging in a workplace?
- What are strategies you learned today or have done in the past to overcome this professional obstacle?

CODE SWITCHING

RESUME TIPS



ALUMNI PANEL

EVALUATION

Also complete CAMP II April survey.

NEXT STEPS

- Sign-up for Challenge-By-Choice
 - External Info Interview
- Next Workshop: Job Search



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THANK YOU.

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