

WE LUNCH!

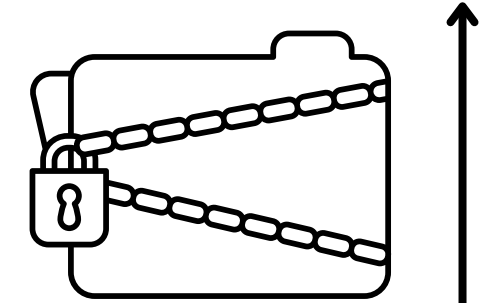
**A meeting for Women in
Computer Science at IRIF Lab**



Listening

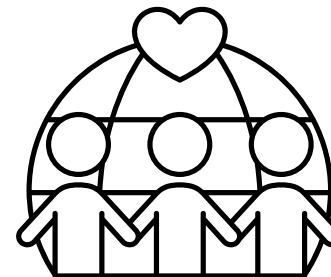


Confidentiality of
exchanges

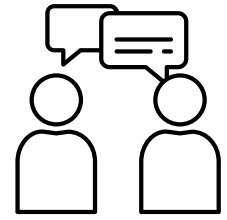


Rules of the meeting

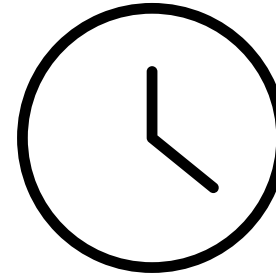
Benevolence



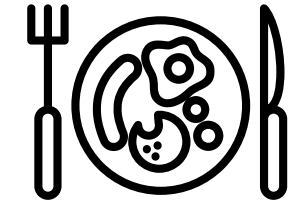
No obligation
to speak



2 hours



At lunch Time



Meeting format

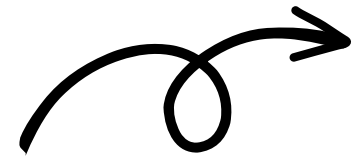
Possibility to speak in French or English, at your convenience.
Participants who are able to do so will translate.

Impostor Syndrome

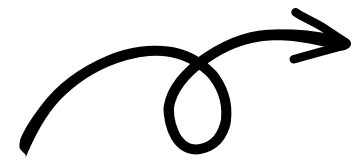
How to recognize and face it ?



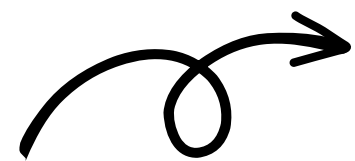
How to take confidence ?



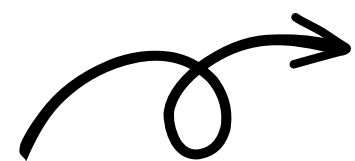
Did you ever felt like you **don't deserve your success or your job**, that you're **not good enough**?



Maybe that you owe your **credit to luck**?
Or some **coworkers**?



Did you ever **refused a position or an opportunity** because you **didn't felt good enough**?



Do you often **compare** yourself to others ?
Do you **depreciate** yourself ?



That's the impostor syndrome

Definition

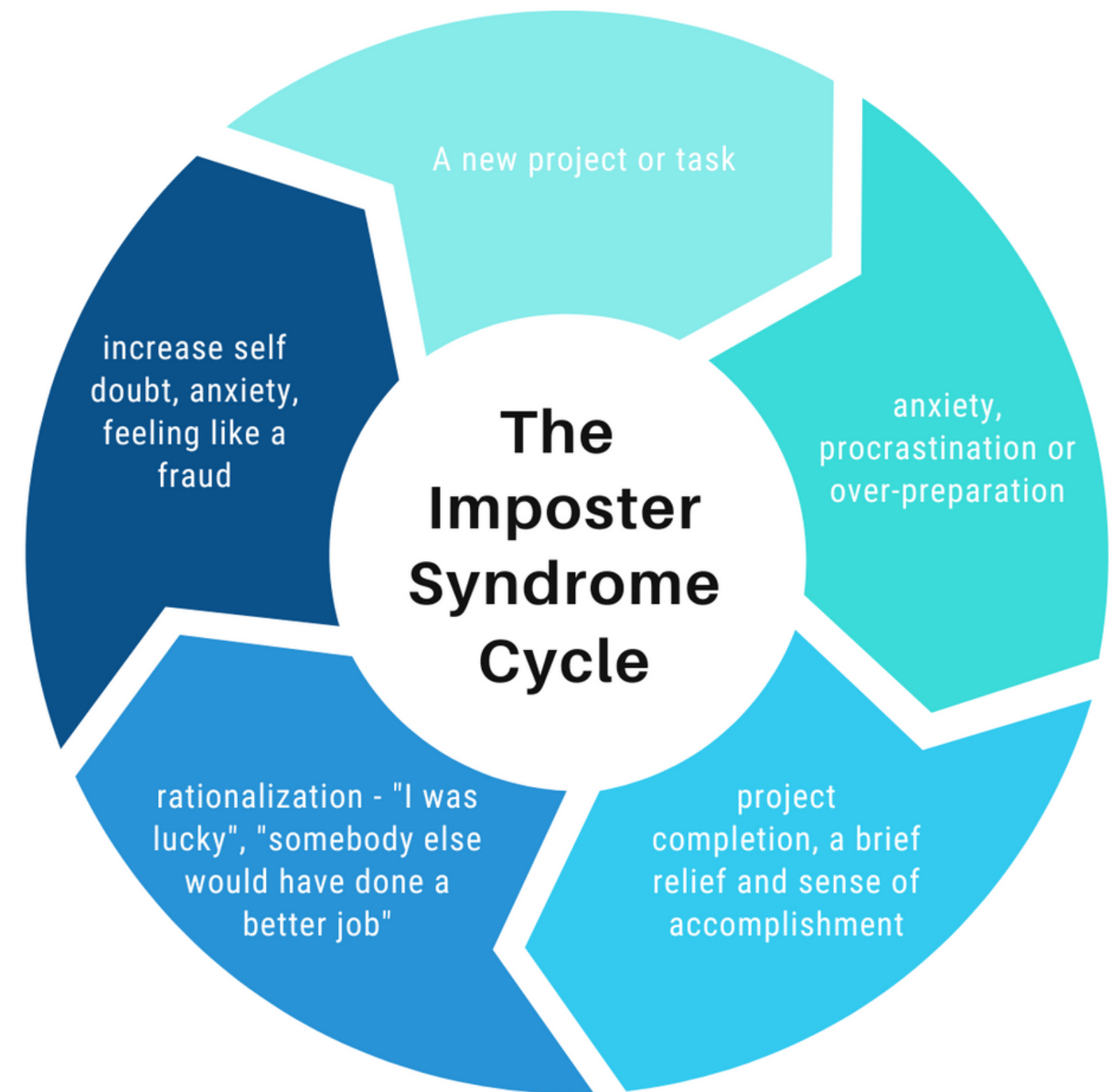
Imposter syndrome is the condition of **feeling anxious** and **not experiencing success** internally, despite being high-performing in external, objective ways. This condition often results in people **feeling like "a fraud" or "a phony" and doubting their abilities.**

Causes

Cognitive distortion

Origins :

- Family environment
- Social pressures
- Sense of belonging
- Personality
- ...



5 different types

- **The perfectionist:** The perfectionist is always hungry for more success, better outcomes, and higher prestige. Perfectionism results in feeling unsatisfied no matter how much hard work they do and ambitious goals they achieve.

Underlying emotion: fear of losing control

- **The superwoman:** This type thrives in showing off their ability to take on a lot of work in a short period of time. They are willing to work overtime to achieve the validation of their colleagues and managers. They are trying to prove that they are capable of handling anything.

Underlying emotion: fear of free time and taking time away from work for personal fulfillment

- **The natural genius:** This type of imposter thrives on being so quick and slick in getting things done. They believe that they got it right the first time. Feedback cycles, critique, or rework is threatening — if they didn't get it right, they failed. They put minimal effort into their work yet often succeed. This pattern of minimal effort and good results was likely there throughout their lives. They never have to put in the extra work, until they do.

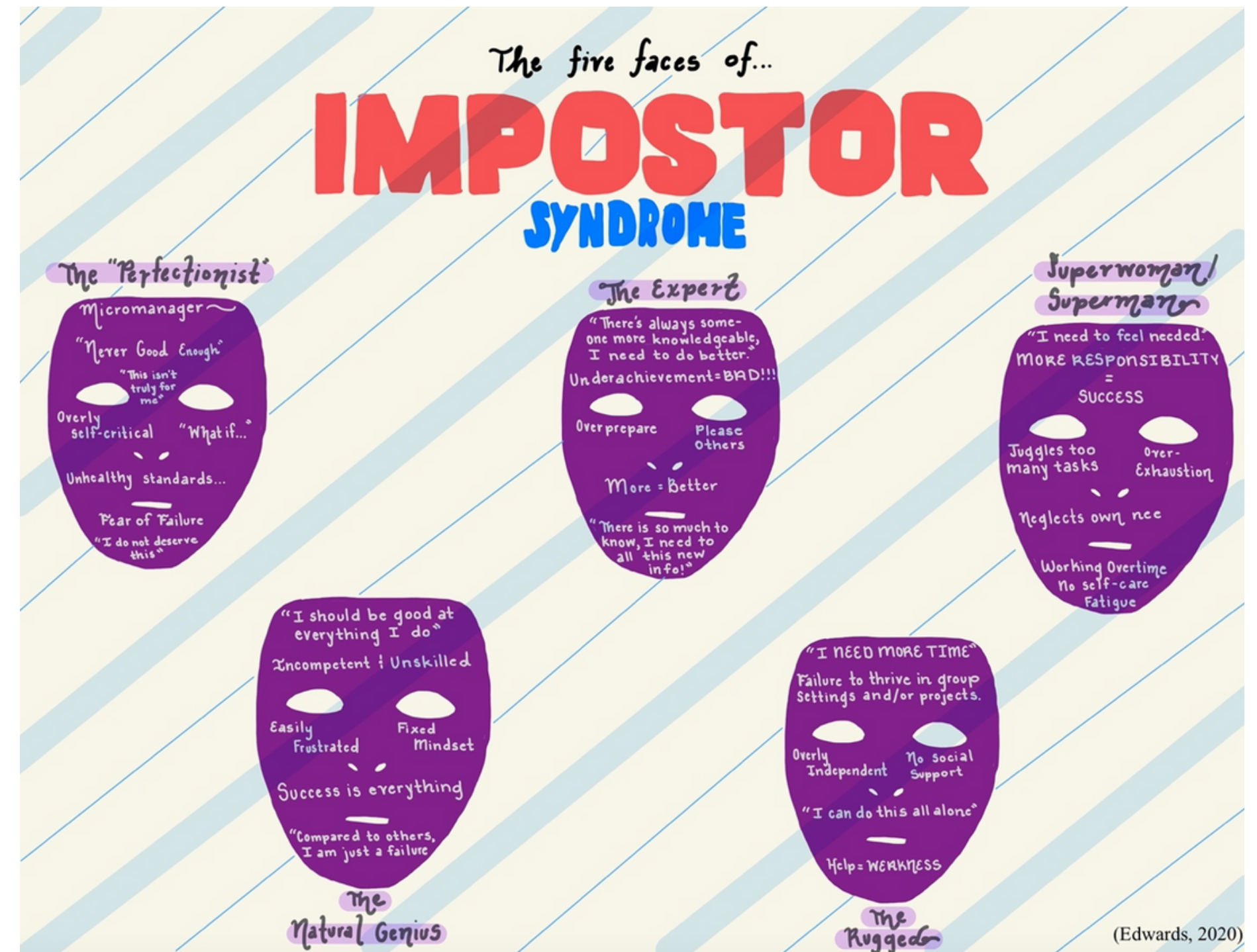
Underlying emotion: shame of failing

- **The soloist**: Like the Natural Genius, this type is **not interested in getting support from others** to do their work. However, the soloist resents others altogether. The Soloist is **not willing to ask for help**, regardless of the situation. Asking for help can leave them vulnerable and expose what they don't know or can't do.

Underlying emotion: shame in asking for help

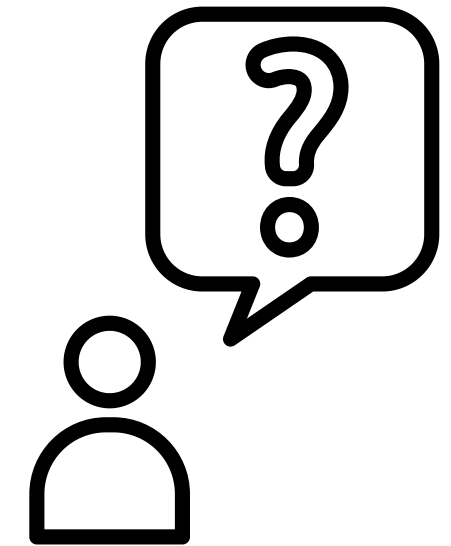
- **The expert**: "I must have all the credentials before I can even think of applying to this job." This type of imposter feels the **compulsive need to have all the knowledge and experience** before even attempting the job. They may be critical of others around them who "work to learn" or take aspirational roles, while also not recognizing that certainty and having all of the answers isn't expected. In a fast-changing environment, no one is an expert in what to do next.

Underlying emotion: fear of inadequacy



Characteristics of imposter syndrome

- Self-doubt
- Undervaluing contributions
- Attributing success to external factors
- Sabotaging self-success
- Setting unrealistic expectations
- Continuous fear of not living up to expectations
- Burnout
- ...



Bibliography



Le syndrome de l'imposteur

CHRONIQUE. Avez-vous le sentiment que votre réussite est le fruit du hasard, de ne pas être à la hauteur? Peut-être êtes-vous victime d'un syndrome endémique chez les scientifiques.

Le Monde.fr / Feb 26, 2016



Le syndrome de l'imposteur chez les doctorants

Les personnes présentant le phénomène de l'imposteur ont l'impression de manquer de...

Consulting / May 8, 2016



Stop Letting Imposter Syndrome Hold You Back

Impostor syndrome involves feeling like a fraud despite one's achievements. It can cause feelings of anxiety and affect relationships, school, and work.

Verywell Mind / Jan 19



Imposter Syndrome: Definition, Symptoms & Tips to Overcome It

Many people suffer from imposter syndrome but few talk about it. Find out what imposter syndrome is, how to identify if you have it, and how to manage it.

<https://www.irif.fr/intranet/mentorat-prive>

<http://people.irisa.fr/Delphine.Demange/pres/IP-demange.pdf>

Questions:



- Do/did you feel/felt this?
- Did you recognise yourself there?
- Did anyone ever lived that and wants to tell us how she counter her impostor syndrome?
- Would you like the lab to put up some means to help with this subjects?
- Do you think it's specific to women?

IDEAS OF SUBJECTS FOR THE NEXT MEETINGS

- How to say no and to react to sexist behaviour in meetings?
- Private/work life balance
- How can we help in the hiring process of women ?