A meeting for Women in Computer Science at IRIF Lab
Rules of the meeting

- Listening
- Benevolence
- Confidentiality of exchanges
Meeting format

No obligation to speak

2 hours

At lunch Time

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
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 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
Imposter 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

https://www.irif.fr/intranet/mentorat-prive
Questions:

- Do/did you feel/felt this?
- Did you recognize 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?
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?