



# Imposters Anonymous



Mimosa Kabir Ketley

1/25/2024



# Agenda

About me

Imposter Syndrome

Impact

Equity, Diversity & Inclusion

Overcoming Imposter Syndrome



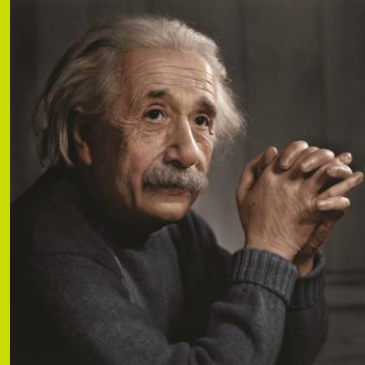
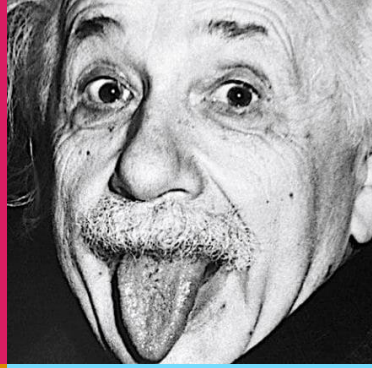
## About me

I am a Toronto based fundraiser who has worn many hats in the nonprofit space from special events to corporate sponsorship, individual giving to major gifts. I have worked in the industry for almost 15 years and every so often, I present on different topics. When I'm not working, I'm testing out new hobbies or trying to convince myself to go for a walk.

INTERNATIONAL CONFERENCE  
FOR RESEARCH INTO  
IMPOSTER SYNDROME  
KEYNOTE ADDRESS.



@twisteddoodles



“The exaggerated esteem in which my lifework is held makes me very ill at ease. I feel compelled to think of myself as an involuntary swindler.”

Albert Einstein

# **Imposter BINGO**

**Do you chalk up your success to luck, timing or other people?**

**Are you always looking to get additional training?**

**Do you feel like if you can do it, anyone can?**

**Do you have a hard time accepting compliments or feel uncomfortable with praise?**

**Do you compare yourself to your peers often?**

**Do you worry that people will find out you're not as smart as they think you are?**

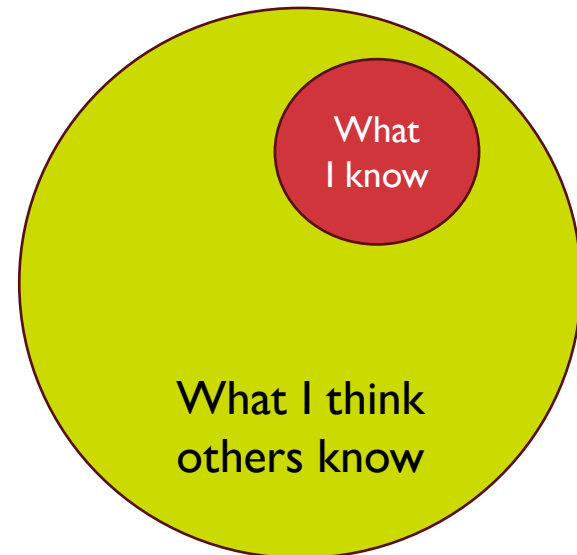


## What is Imposter Syndrome?

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.



# Assumption





“I have written eleven books, but each time I think, ‘Uh oh, they’re going to find out now. I’ve run a game on everybody, and they’re going to find me out.’”

Maya Angelou



# Imposter Stories

“I almost talked myself out of taking a promotion because I didn’t think I deserved it/could do the new job.”

“It’s hard for me to give thorough/complete updates during team meetings because I feel like I haven’t accomplished much.”

“I have a tendency to say yes to everything regardless of whether the work is feasible, timeline-wise and workload-wise. It’s led to some 13-hour days at work because I’d bitten off more than I could chew.”

“I never negotiated salary because I was scared I would get ‘caught.’ I thought that I should prove myself before asking for more money.”

“This feeling makes me want to leave my current career and has made me contemplate going back to school to take on a different job.”

“I question my knowledge of subjects well within my expertise to the point of deferring to the opinions of others who do not have my level of expertise. I often turn out to be right, but I question myself so much in the moment that I never assert that I know what I’m talking about. Those few times that I’m wrong serve as proof that I really don’t know anything.”

# The Imposter Cycle



# Impact



Work Performance



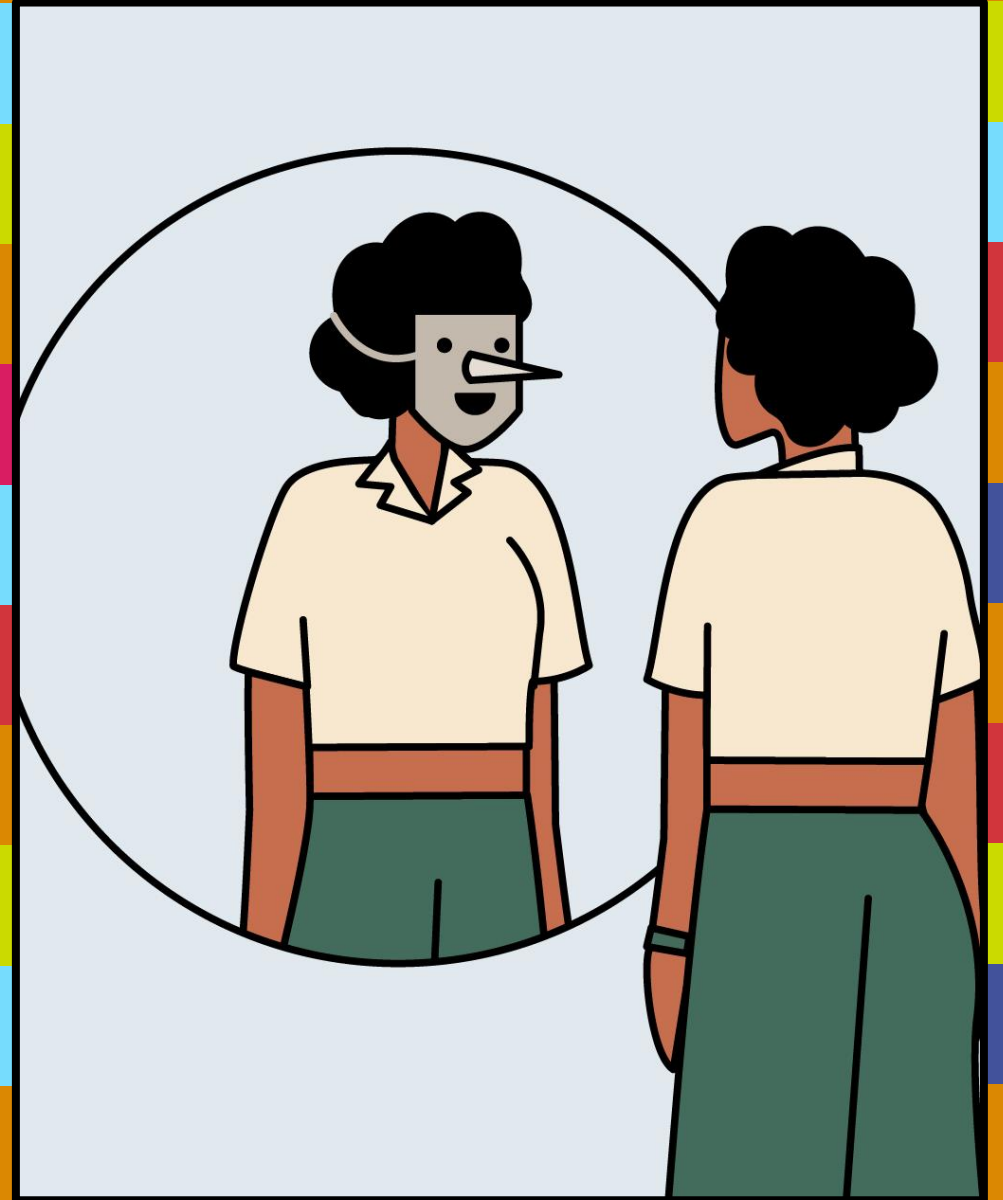
Mental Health



Career Progression



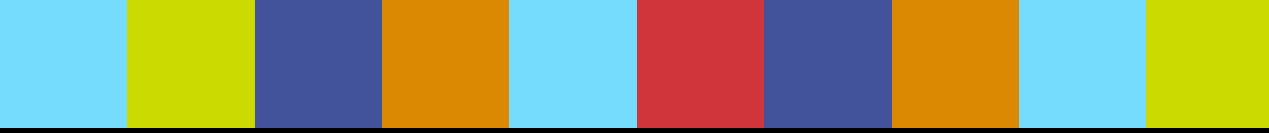
Burnout





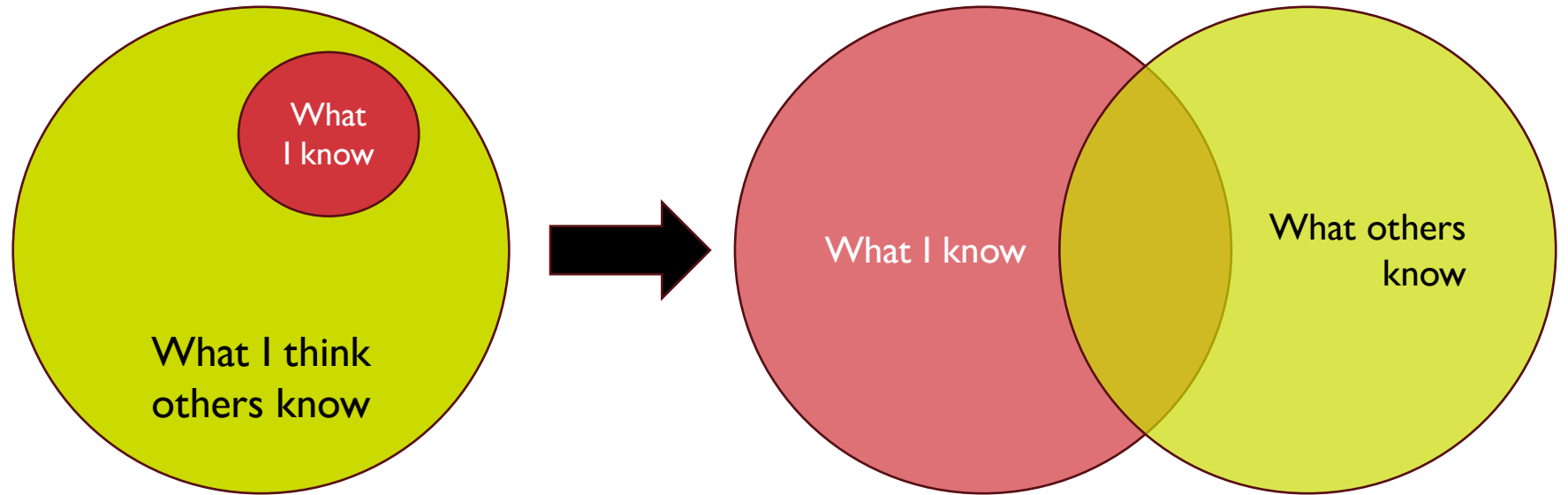
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## Imposter Syndrome & the Workplace



You don't belong here.

# Reality



# Overcoming Imposter Syndrome



Talk to yourself like you would a friend.



Create a support network.



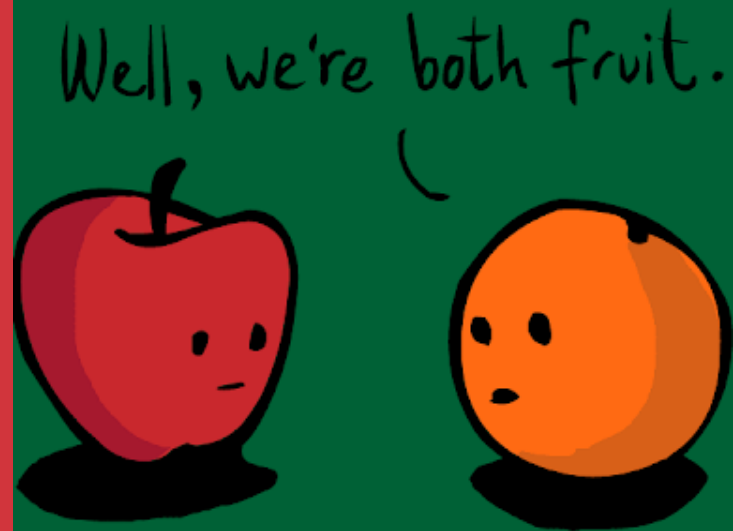
Break the silence.



# Overcoming Imposter Syndrome



Reframe your thoughts.



Write it down.



Stop comparing.



**You belong here.**



# How managers can help



Frame performance, growth, and development in objective terms. Celebrate wins.



Sponsor and mentor.



Be honest about the impact of bias.

# What organizations can do



Be data driven.

Emphasize growth and learning over perfection.



Set up accountability mechanisms for change.





“I still have a little imposter syndrome... It doesn't go away, that feeling that you shouldn't take me that seriously. What do I know? I share that with you because we all have doubts in our abilities, about our power and what power is.”

Michelle Obama



# Resources

1. [Stop Telling Women They Have Imposter Syndrome](#)
2. [Don't Just Mentor Women and People of Colour. Sponsor Them.](#)
3. [TedEd Video: What Is Imposter Syndrome?](#)
4. [Brene Brown: I Thought IT Was Just Me](#)
5. [Shawn Anchor Video: The Happiness Advantage](#)

## Additional Resources / Added After Session

1. [Barbara Corcoran Interview](#)
2. [Stereotype Threat](#)
3. [Bill Hader on Anxiety, Imposter Syndrome](#)

# Thank you!

Mimosa Kabir Ketley

[mimosa.kabir@utoronto.ca](mailto:mimosa.kabir@utoronto.ca)

<https://www.linkedin.com/in/mimosakabir/>

