

# BREAKING FREE FROM THE SHACKLES OF IMPOSTOR PHENOMENON



NURSE ANESTHESIA RESIDENT NATIONAL UNIVERSITY



# IMPOSTOR PHENOMENON

# **OVERVIEW**

Special thanks to Dr. Darna, CRNA for the inspiration for this topic

DEFINITION

VISION FOR GROWTH

HOW DOES IT CONCERNS US?

**STATISTICS** 

WHY ARE WE A HIGH TARGET?

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SELF-ASSESSMENT TOOLS

PRACTICAL STRATEGIES FOR OVERCOMING IMPOSTOR PHENOMENON

ROLE OF COMMUNITY SUPPORT & PROFESSIONAL MENTORSHIP

EMPOWERMENT AND SUSTAINED GROWTH

BUILDING A SUPPORT NETWORK FOR LONG-TERM ACCOUNTABILITY AND ENCOURAGEMENT

# **DEFINITION**

THE IMPOSTOR PHENOMENON (IP) IS A COMPLEX, EVOLVING CONCEPT WHERE INDIVIDUALS IN HIGH-PERFORMANCE SETTINGS FEEL LIKE INTELLECTUAL FRAUDS AND DOUBT THEIR PROFESSIONAL ABILITIES.

Darna J. R. (2023). Impostor Phenomenon: Another Threat to CRNA Wellness and Career Optimization. AANA journal, 91(5), 31–35.



My first day of clinical as a NAR in the Anesthesia lounge

https://ccp.net.au/imposter-syndron



THIS WAS ME A MONTH INTO CLINICALS

https://ccp.net.au/imposter-syndrome

## IMPOSTOR PHENOMENON

# VISION FOR GROWTH AND ATTAINABLE GOALS

- EMPOWER NURSE ANESTHESIA RESIDENTS (NARS) AND CERTIFIED REGISTERED NURSE ANESTHESIOLOGISTS (CRNAS) TO RECOGNIZE SIGNS OF IMPOSTOR SYNDROME.
- FOSTER STRONGER SELF-BELIEF AND CONFIDENCE IN THEIR PROFESSIONAL ABILITIES.
- EQUIP THEM WITH TOOLS TO CONFRONT AND MANAGE IMPOSTOR SYNDROME EFFECTIVELY.
- BUILD RESILIENCE TO HANDLE CHALLENGES IN HIGH-STAKES ENVIRONMENTS AND SUPPORT PERSONAL GROWTH AND CAREER ADVANCEMENT.

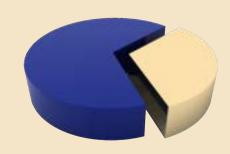
# **HOW DOES IT CONCERNS US?**



- IT AFFECTS MANY NURSE ANESTHESIA RESIDENTS (NARS) AND CERTIFIED REGISTERED NURSE ANESTHESIOLOGISTS (CRNAS).
- IT OFTEN LEADS TO UNWARRANTED SELF-DOUBT AMONG THESE PROFESSIONALS.
- THIS SELF-DOUBT CAN OVERSHADOW THEIR ACTUAL SKILLS AND COMMITMENT.
- THE IMPACT OF IMPOSTOR PHENOMENON CAN LIMIT THEIR CONFIDENCE AND PROFESSIONAL GROWTH.

ORD, T., METCALFE, D., GREAVES, J., & HODGSON, P. (2024). UNAAGSING IMPOSTOR PHENOMENON A STUDY OF NURSES IN SPECIALIST ROLES. BRITISH JOURNAL OF NURSING. RETRIEVED FROM INTERS. A NUMBER OF NURSES IN SPECIALIST ROLES. BRITISH JOURNAL OF NURSING. RETRIEVED FROM INTERS. A NUMBER OF NURSES IN SPECIALIST ROLE. A NUMBER OF NUMBERS IN SPECIALIST ROLE. A NUMBER OF NUMBER OF NUMBERS IN SPECIALIST ROLE. A NUMBER OF NUMBERS IN SPECIALIST ROLE. A NUMBER OF NUMBER OF NUMBERS IN SPECIALIST ROLE. A NUMBER OF NUMBERS IN SPECIALIST ROLE

### **IMPOSTOR PHENOMENON**



**STATISTICS** 

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# DATA STATISTIC 2021 & NEWER

- 30-60% of NARS & CRNAS EXPERIENCE IMPOSTOR PHENOMENON.
- IP in CRNAs is closely linked to burnout, notably in emotional exhaustion and depersonalization.
- Many CRNAs report moderate to high burnout, often intensified by self-doubt associated with IP.
- Early-career nurse Anesthesiologists or those in Transitions face higher IS risk,

# WHY ARE WE A HIGH TARGET?

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# HIGH EXPECTATIONS & CLINICAL

- NARS AND CRNAS FACE INTENSE CLINICAL DEMANDS REQUIRING
- PRECISION, QUICK DECISIONS, AND ADAPTABILITY.

   THESE PRESSURES OFTEN INCREASE SELF-DOUBT, ESPECIALLY DURING TRAINING PHASES.
- Nearly 72% of Nurse Anesthesiologists report moderate to high burnout.
- $\mbox{\sc Burnout}$  is largely driven by emotional exhaustion and fears of inadequacy and error.

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### FEAR OF EXPOSURE AND SELF-DOUBT

- IMPOSTOR PHENOMENON IN NURSE ANESTHESIA OFTEN CAUSES
  "FEAR OF EXPOSURE" AS NARS AND CRNAS WORRY ABOUT
  APPEARING LESS COMPETENT.
- A 2022 STUDY FOUND HIGH-STRESS HEALTHCARE ROLES FREQUENTLY FACE IMPOSTOR SYNDROME, REDUCING CONFIDENCE.
- THIS LEADS TO RELUCTANCE IN TAKING LEADERSHIP ROLES, INCREASING SELF-DOUBT AND LIMITING GROWTH.

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# IMPACT OF IF

# IMPOSTOR PHENOMENON

## MENTAL HEALTH IMPLICATIONS

- Persistent self-doubt from Impostor Syndrome raises anxiety and burnout
- Studies show 47% of CRNAs experience moderate to high burnout, impacting well-being and career longevity.
- ABOUT 50% OF THOSE WITH IMPOSTOR
  SYNDROME REPORT CLINICAL ANXIETY AND
  PSYCHOLOGICAL DISTRESS.

# RELUCTANCE TO EMBRACE NEW CHALLENGES

- SELF-DOUBT LEADS MANY CRNAS AND NARS TO AVOID NEW SKILLS OR LEADERSHIP ROLES, LIMITING CAREER GROWTH.
- STRUCTURED MENTORSHIP AND MENTAL HEALTH RESOURCES CAN REDUCE IMPOSTOR PHENOMENON EFFECTS, BUILDING CONFIDENCE.
- SUPPORTING CRNAS AND NARS HELPS THEM MANAGE EXPECTATIONS AND ADVANCE PROFESSIONALLY.

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# IDENTIFYING IMPOSTOR THOUGHTS AND BEHAVIORS

# PERFECTIONISM AND FEAR OF FAILURE

- IMPOSTOR PHENOMENON OFTEN DRIVES PERFECTIONISM CAUSING INDIVIDUALS TO SET UNREALISTICALLY HIGH STANDARDS
- Falling short leads to intense self-criticism and doub?
   In their qualifications.

# **DISCOUNTING SUCCESS**

 Individuals with Impostor Phenomenon often cred success to luck, not skill, reinforcing self-doubt.
 Studies show nearly 40% of professionals with IP regularly downplay their achievements.

# OVERWORKING AND AVOIDANCE OF NEW CHALLENGES

- Individuals with IP often over-prepare or avoid challenges to avoid being seen as "frauds."
- This behavior contributes to burnout, with 47% of nursi anesthesiologists reporting moderate to high IP levels.

# SELF-DOUBT AND COMPARISON WITH PEERS

- -Individuals with IP often compare themselves to colleagues feeling inadequate.
- THIS BEHAVIOR IS A MAJOR FACTOR IN WORKPLACE DISSATISFACTION

### **IMPOSTOR PHENOMENON**

# **SELF-ASSESSMENT TOOLS**

# THE CLANCE IMPOSTOR PHENOMENON SCALE (CIPS)

- The CIPS, widely used in IP research, includes statements like "I often feel I don't measure up."
- High scores on the CIPS indicate greater IS severity, with up to 60% of high-performing professionals scoring moderate to high.

# MINDSET REFLECTION JOURNALS AND COGNITIVE BEHAVIORAL THERAPY (CBT) WORKSHEETS

- Daily reflection journals and CBT worksheets Help identify and challenge negative Thoughts.
- These tools reduce IP symptoms by fostering positive self-affirmation and perspective shifts.
- RECOGNITION IS THE FIRST STEP TOWARDS ACTION

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# PRACTICAL STRATEGIES FOR OVERCOMING IMPOSTOR PHENOMENON

# OGNITIVE RESTRUCTURING

-COGNITIVE RESTRUCTURING, BASED ON CBT, HELPS REFRAME NEGATIVE THOUGHTS AND REDUCE IP-RELATED SELF-DOUBT.
-TOOLS LIKE SELF-REFLECTION JOURNALS AND CBT WORKSHEETS PROMOTE
BALANCED THINKING.

- A 2021 STUDY SHOWED A 35% REDUCTION IN IP SYMPTOMS AND DECREASED BURNOUT AMONG PROFESSIONALS USING THIS APPROACH.

# MENTORING RELATIONSHIPS

- Mentorship is essential in highstress fields like nurse anesthesia -Research shows mentoring Boosts confidence and career resilience in those with IS. - A 2022 study found mentored nurse anesthesia residents had a 25% I ower prevalence of IP

# **SELF-COMPASSION**

- SELF-COMPASSION PRACTICES LIKE MINDFULNESS AND SELF-AFFIRMATION LESSEN IMPOSTOR THOUGHTS.
- REGULAR SELF-COMPASSION EXERCISES BOOST RESILIENCE AND REDUCE IS SYMPTOMS BY 30-40%, ESPECIALLY BY EASING PERFECTIONISM.

### **IMPOSTOR PHENOMENON**



ROLE OF
COMMUNITY
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### PEER SUPPORT AND VALIDATION

- PEER GROUPS HELP NURSE ANESTHESIOLOGISTS OPENLY DISCUSS
  CHALLENGES. REDUCING ISOLATION AND FOSTERING UNDERSTANDING
- A study found 60% of those with IP improved through peer support, normalizing experiences and encouraging skill-sharing and resilience.

### PROFESSIONAL ORGANIZATIONS AND WORKSHOPS:

- Professional organizations offer workshops on career challenges like IP, emphasizing self-assessment and coping strategies.
- These workshops boost confidence and strengthen members' sense of belonging.

## FORMALIZED MENTORSHIP PROGRAMS

- Structured mentorship programs reduce IP symptoms and increase job satisfaction among CRNAs and NARs.
- FORMAL MENTORSHIP LOWERS BURNOUT RISK, SUPPORTING LONG-TERM PROFESSIONAL GROWTH.

# EMPOWERMENT AND SUSTAINED GROWTH



### **IMPOSTOR PHENOMENON**

### REFLECTIVE PRACTICE AND GOAL SETTING

- Studies show that regular structured reflection increases career satisfaction and lowers burnout, framing challenges as growth opportunities.

# SKILL-BUILDING WORKSHOPS AND CONTINUING EDUCATION

- Nurse Anesthesiologists engaging in continuous education report 20% less burnout than those who don't prioritize skill growth.

### **RESILIENCE TRAINING**

- Resilience programs, like stress-management workshops, improve mental health and professional satisfaction.
- A 2021 study found a 30% boost in stress management and mental health among healthcare workers in resilience training.

### **IMPOSTOR PHENOMENON**

# BUILDING A SUPPORT NETWORK FOR LONG-TERM ACCOUNTABILITY AND ENCOURAGEMENT

## PEER SUPPORT GROUPS

- Research shows 70% of healthcare professionals report higher job satisfaction and lower stress with consistent peer support.

# MENTORSHIP AND PROFESSIONAL COACHING

- Nurse Anesthesiologists with long-term mentors report 40% higher career satisfaction and reduced burnout

# BUILDING A CULTURE OF FEEDBACK AND RECOGNITION

 A FEEDBACK-RICH CULTURE HELPS EMPLOYEES FEEL VALUED BOOSTING RESILIENCE AND REDUCING SELF-DOUBT FROM IMPOSTOR PHENOMENON

# REFERENCES



Center. Retrieved from

Cheng, T. (2022). The Impostor Phenomenon Among

**IMPOSTOR PHENOMENON** 

# **THANK YOU**

"DOUBT KILLS MORE DREAMS THAN FAILURE EVER WILL." - SUZY KASSEM

> TARANJEET S. RATHORE

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THISSIKHRRNA