

Confronting My Imposter

Shedding light on confronting Imposter Syndrome head on

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@RhodaQuist

- 26 years young!
- Ghanaian Heritage
- Founder of social enterprise 'Rhoslab' -pronounced 'Rose lab'
- Freelance Speaker
- UX Research Consultant



Aims of today

- **Share my experiences**

I've dealt with feelings of Imposter myself. It would be great to share my experiences and what has helped me overcome those feelings.

- **Educate**

Individuals from Black and Minority Backgrounds (BME) are more likely to experience these feelings. How do we create a safe environment for these individuals to thrive and not just survive.

It may/may not be in our natural temperament to have these feelings, however for people of colour society and the media constantly reinforce loud and clear that we do not belong.

Whether you are a parent, student, employer or lecturer something you can take away



Imposter Syndrome (IS) Imposter Phenomenon

Discovered by Psychologists Pauline Rose Clance and Suzanne Ime in 1978



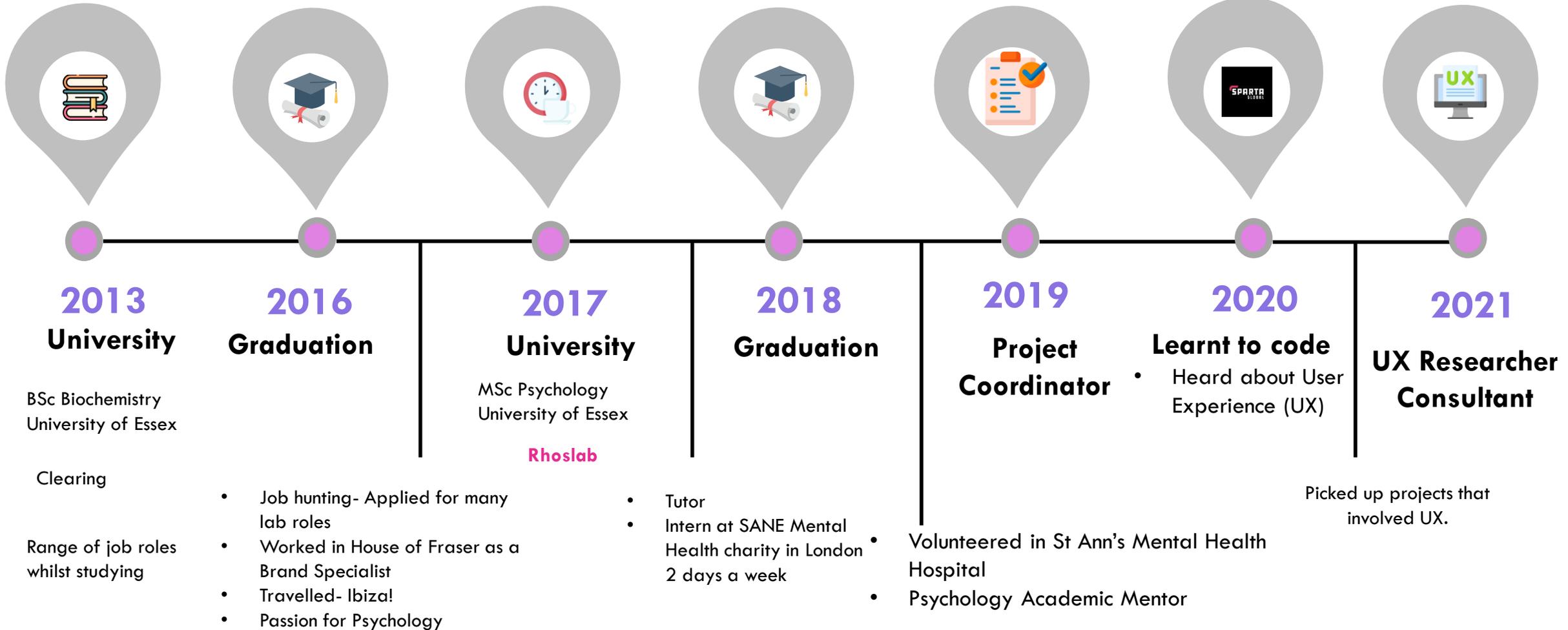
- **Refers to an internal experience where you believe you are not as competent as others perceive you to be.**
- = Any success is due to **luck** and not because of your natural talents/ qualifications.
- It's the feeling that you do not belong 'here'- Whether 'here' is this the classroom, job role, boardroom etc.

Important to note: Men and women can be affected by IS.



My Journey so far...

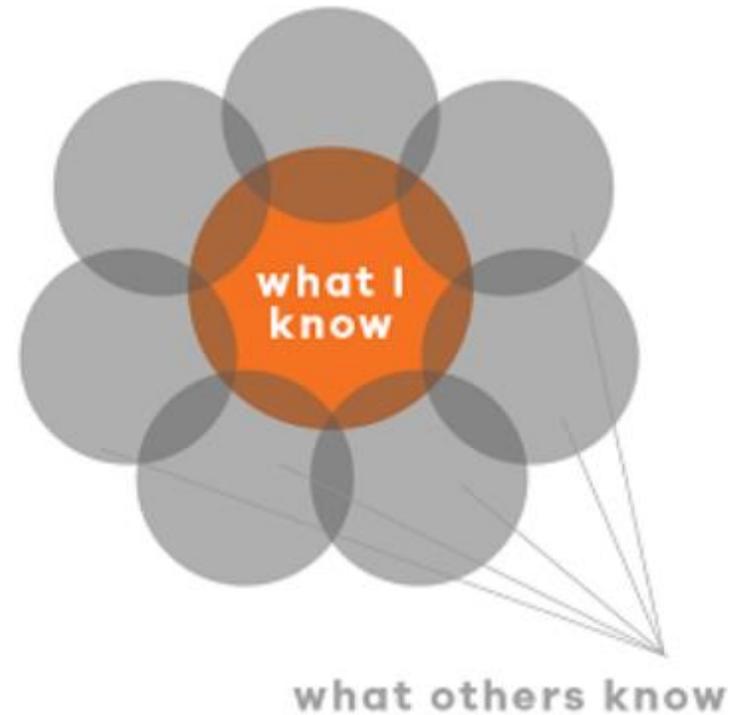
Self discovery



IMPOSTOR SYNDROME



REALITY



Imposter Syndrome – The secret fears of High Achievers



Michelle Obama

American attorney and author who served as the First Lady of the United States from 2009 to 2017. She was the first African-American woman to serve in this position



Maya Angelou

American poet, memoirist, and civil rights activist. She published seven autobiographies, three books of essays, several books of poetry, and is credited with a list of plays, movies, and television shows spanning over 50 years. She received dozens of awards and more than 50 honorary degrees



Viola Davis

American actress and producer. Having won an Academy Award, a Primetime Emmy Award, and two Tony Awards, she is the first African-American, and currently the youngest actor, to achieve the "Triple Crown"



Recognising these feelings...



School/Sixth form

One of a few black students who did triple science at GCSE, did A level Biology/Chemistry



Graduation

After tons of Job rejections

Do I belong here?
Am I good enough?



Workplace

Minority in the office
Microaggressions



Assumed intelligence

‘Your name is really nice where is it from?’

‘Didn’t expect you to study that!’
(BSc Biochemistry)

‘You speak really well 😊’

No recognition for contributions to ideas

Treated significantly different to my non- Black colleagues



No recognition for contributions to ideas

‘Sassy’

‘Is that your real hair?’

‘Do you live with both of your parents?’

Feeling invisible in meetings



Confronting Imposter Syndrome

Self

- Differentiate feelings from fact
- Nurture my strengths and develop areas that need improvement
- Therapy and a Mentor!
- Research into Imposter Syndrome, understand your personality
- Build your personal and professional networks

Workplace

- Know your right – read your contract!
- Document everything!
- Find people you can trust
- Go in to meetings with your line manager prepared
- Sign up to ‘Unison’ – legal/career/financial advice



Racial disparities in leadership positions affect decision making

- Black employees only hold 1.5 per cent of management and leadership positions in the UK.
- 54,900 of the 3.4 million managers, directors and senior officials in the U.K public and private sectors are black
- Slight increase from 2014 when 1.4 per cent of managers and leaders were black employees.



Media reinforces systemic racism



How can you make a difference?

- Check your privilege
- Actively listen and amplify black voices
- Senior leaders to hire and sponsor black talent in the workplace
- Employers to set targets to increase the representation of black people at senior levels within their organizations.
- ,Read *Race at Work: Black Voices* report by Business In The Community reviews how employers can benefit from ensuring inclusion and effective engagement of their black talent.
- Take BITC Race at Work 2021 Survey in collaboration with **YouGov**

Closes 30th June 2021



Thank you!

Get in touch to enquire about a range of workshops for young people, employers and parents!

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Remember you belong in that
room!

