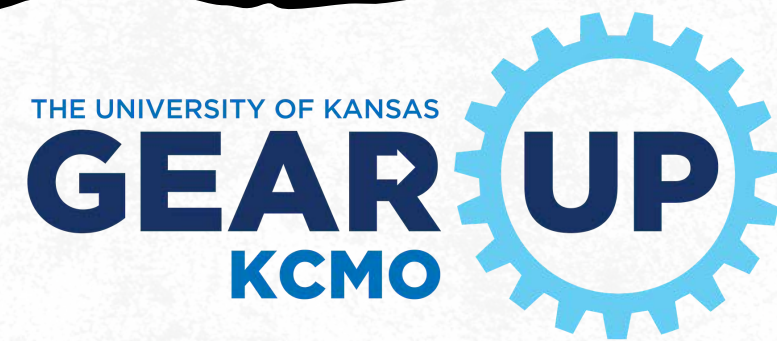




DALTON ALLEN & CHRIS COLLINS

YOU BELONG HERE

Combating Impostor Phenomenon with Goal Setting



DALTON ALLEN



CHRIS COLLINS

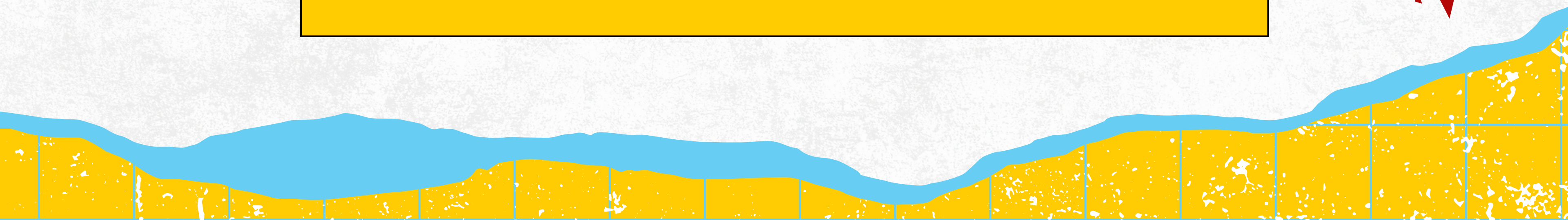


IDENTITY THEFT

Partner up & introduce yourself.

**Share 2 things you're proud of:
one personal and one professional**

STEP THREE HERE TBD

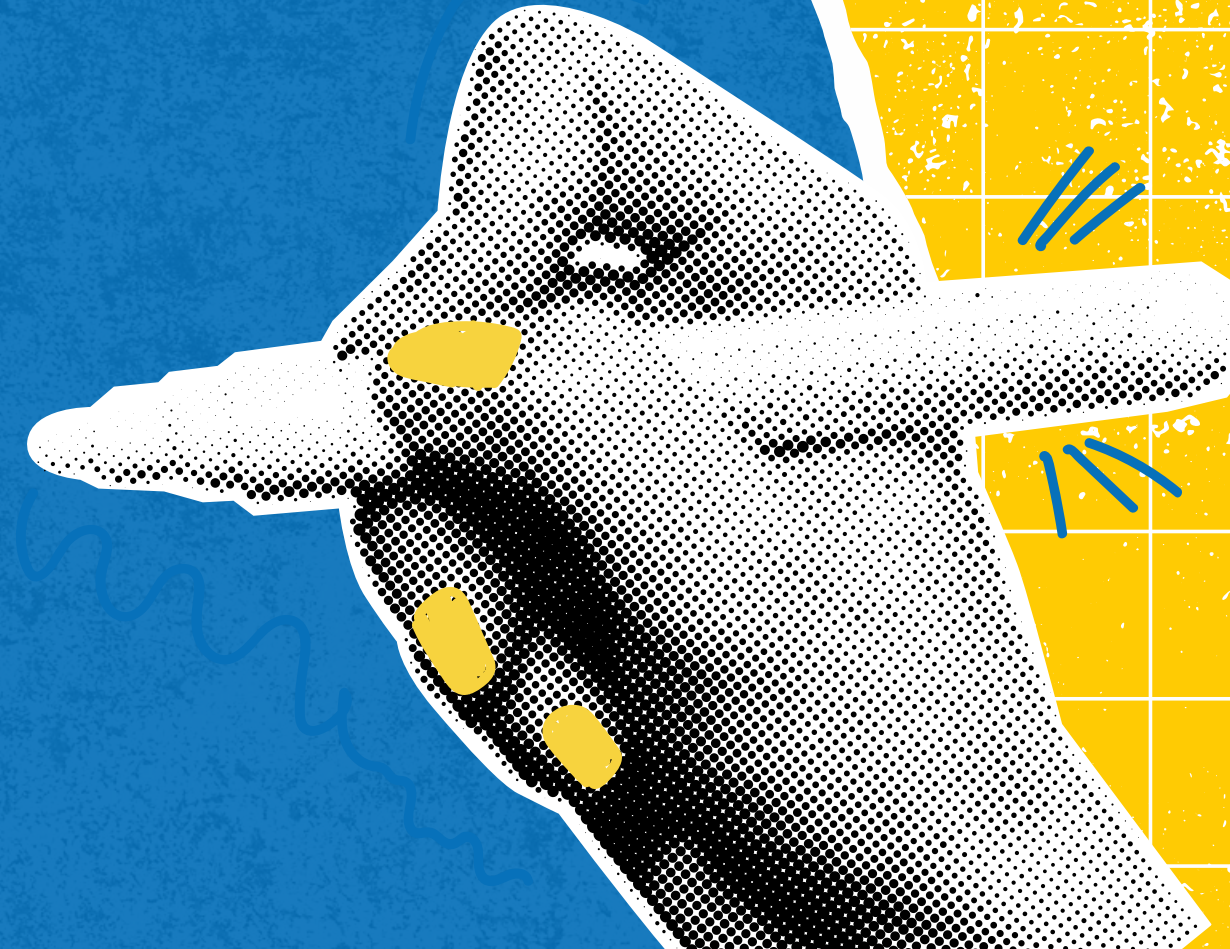


IMPOSTER PHENOMENON



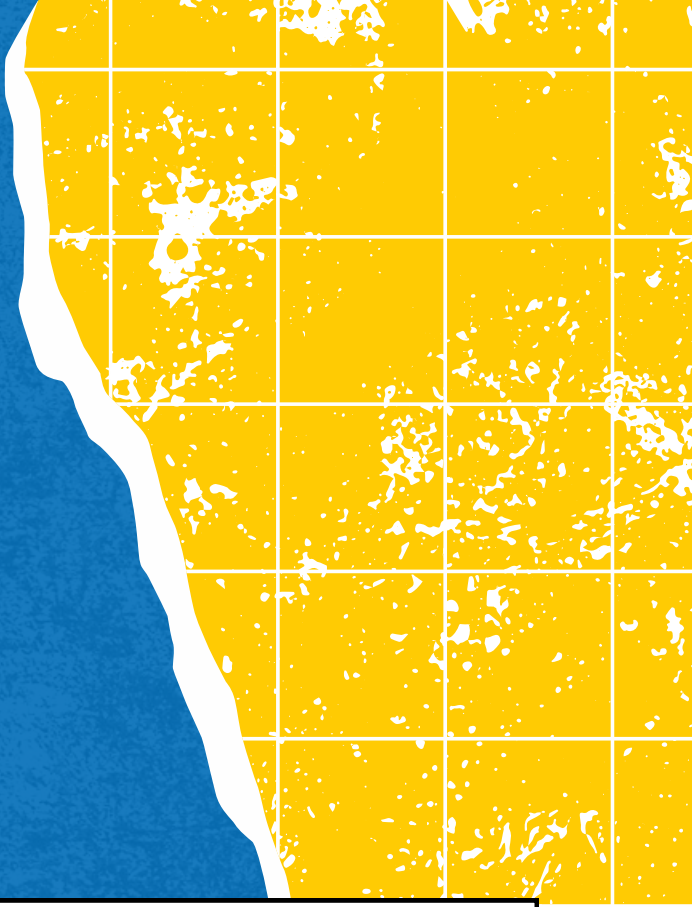
Have you ever felt like an imposter?

What was that experience like?





IMPOSTER PHENOMENON



Have you ever felt like an imposter?

What was that experience like?

**A self-perception of fraudulence
that exists even with available
objective evidence of one's abilities.**



Clance, P. R., & Imes, S. A. (1978). The imposter phenomenon in high achieving women: Dynamics and therapeutic intervention. *Psychotherapy: Theory, Research & Practice*, 15(3), 241-247. <https://doi.org/10.1037/h0086006>



IMPOSTER PHENOMENON

Originally theorized to discuss and explain a phenomenon seen within women in graduate programs and professions. IP was attributed to family dynamics.

Dynamic 1: The student was overshadowed by a “smarter” sibling, and their family doubted their academic potential.

Dynamic 2: The student was labeled the “star,” expected to achieve perfection easily - until they failed.

Family dynamics of high expectations or lack of belief both lead to imposter phenomenon



IMPOSTER PHENOMENON



Increased experiences with mental health struggles

Lower patterns of help seeking behavior

Lack of opportunity taking behavior

Unwillingness to engage in activities to grow their social and professional networks

Increased belief that higher education is not a pathway they are capable of or should be in.





IMPOSTER PHENOMENON



The Decline in College Degree Expectations

ALL STUDENTS

72%

44%

FIRST-GEN

60%

33%

Simone, S. & Christopher, E. (2025). Future education expectations of high school students decline to the lowest level in 20 years for both first-generation and continuing generation students. The Pell Institute.





IMPOSTER PHENOMENON

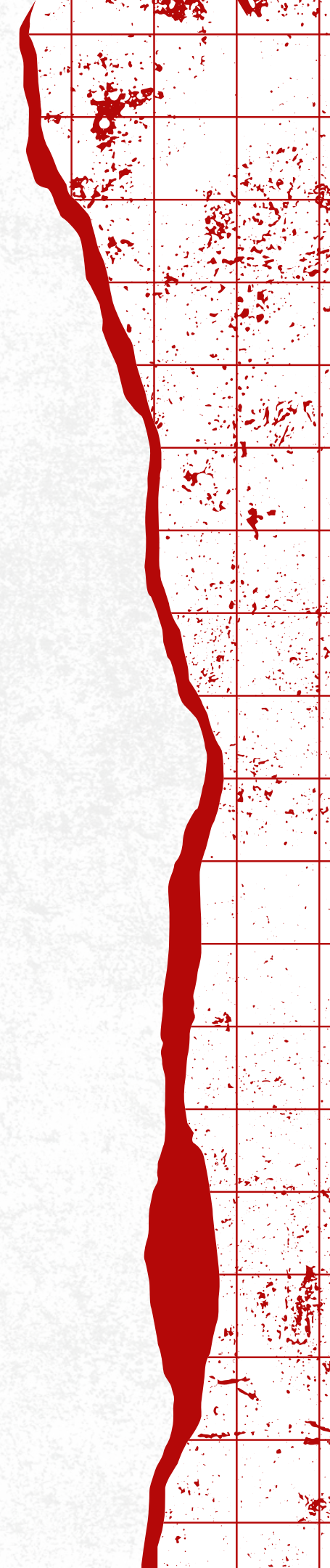
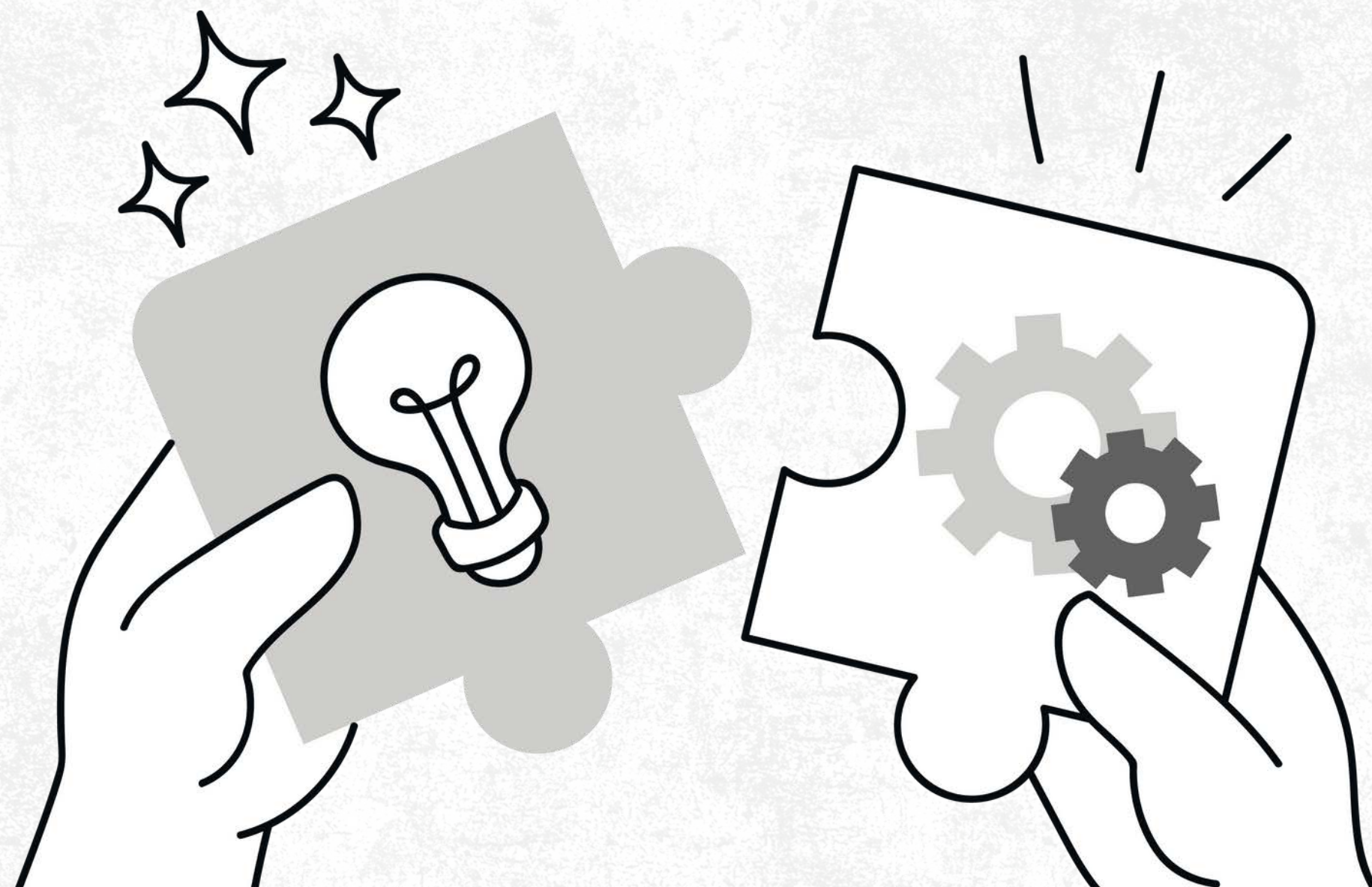
**For every one point increase in imposter phenomenon,
there is a 0.26 point decrease in resilience**

**For every one point increase in mentor support, there
was a 0.32 point increase in resilience**

Collier, K. M. & Blanchard M. R. (2024). Graduate Student Resilience: Exploring Influential Success Factors in U.S. Graduate Education through Survey Analysis. Trends in higher education, 3, 637-680.



THE MISSING PIECE





CHRIS STORY TIME

Imposter Phenomenon and how TRIO helped
Planetarium

Chris will send a picture of him at that age

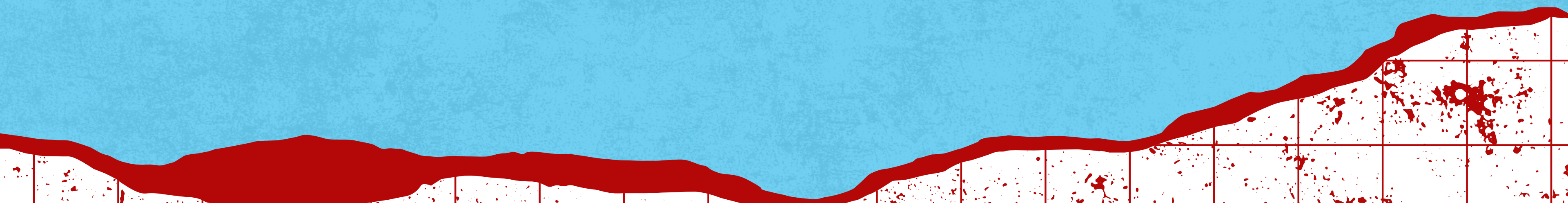




Strategies for Overcoming Imposter Phenomenon



B.E.W.A.R.E.

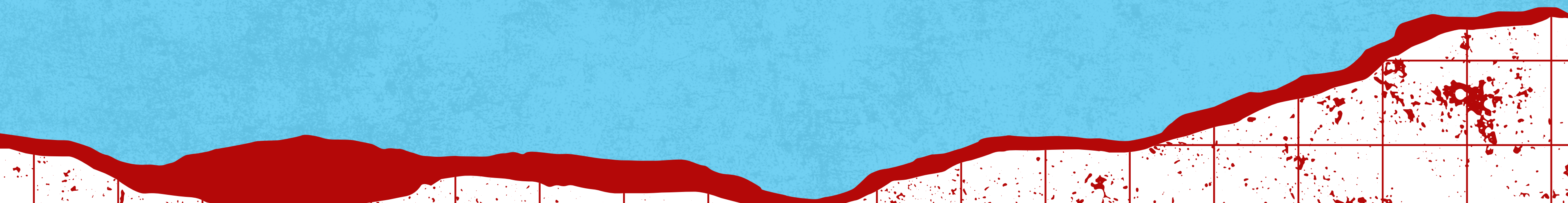




Strategies for Overcoming Imposter Phenomenon



**BEGIN WITH
THE END IN MIND**

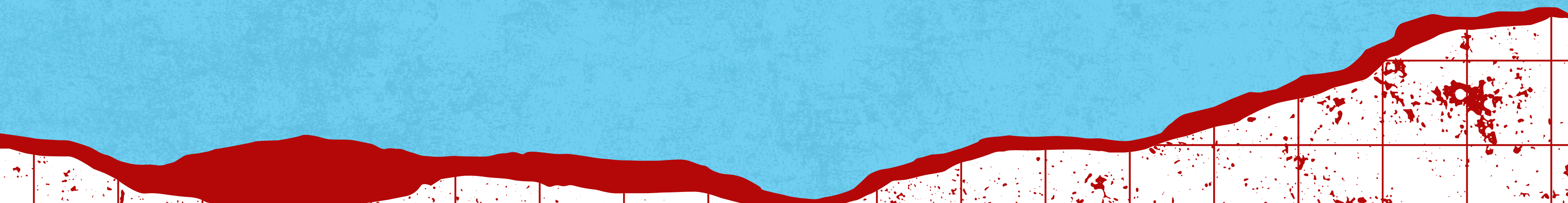




Strategies for Overcoming
Imposter Phenomenon



ENGAGE WITH PARTNERS

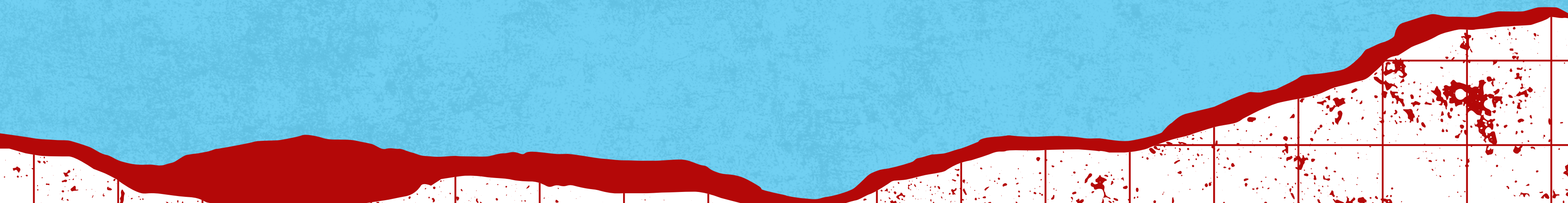




Strategies for Overcoming Imposter Phenomenon



WRITE IT DOWN

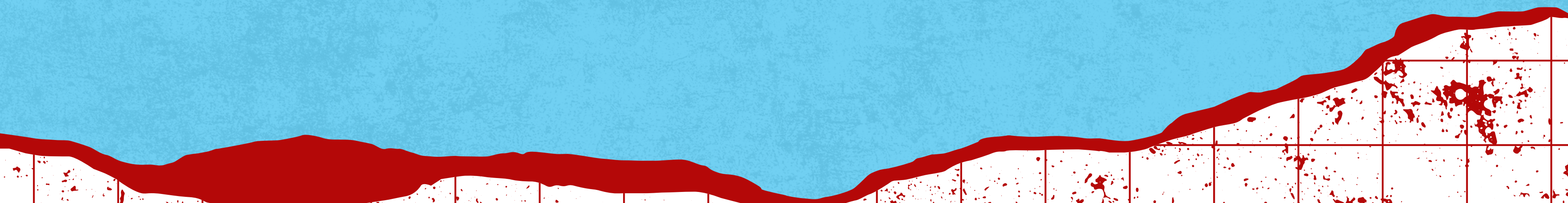




Strategies for Overcoming Imposter Phenomenon



ASSIGN PROPERLY

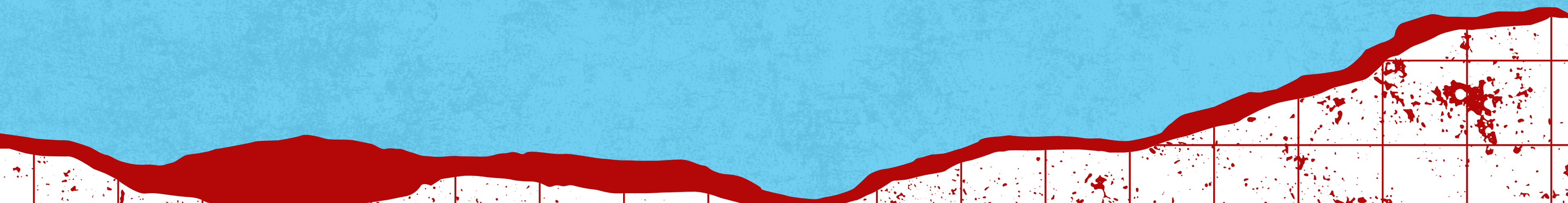




Strategies for Overcoming Imposter Phenomenon



REVIEW OFTEN

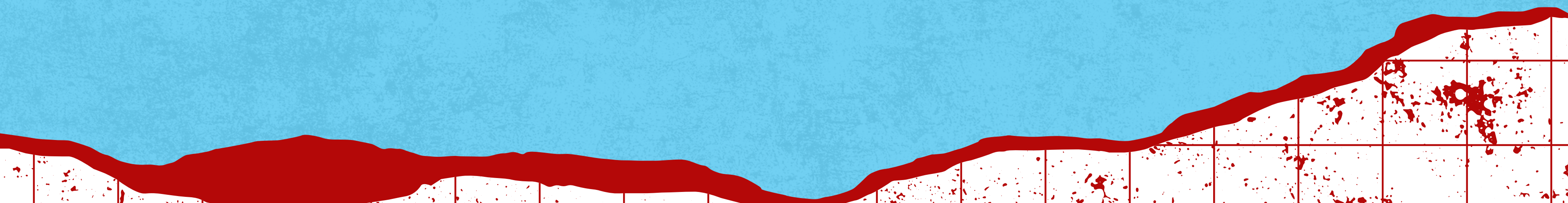


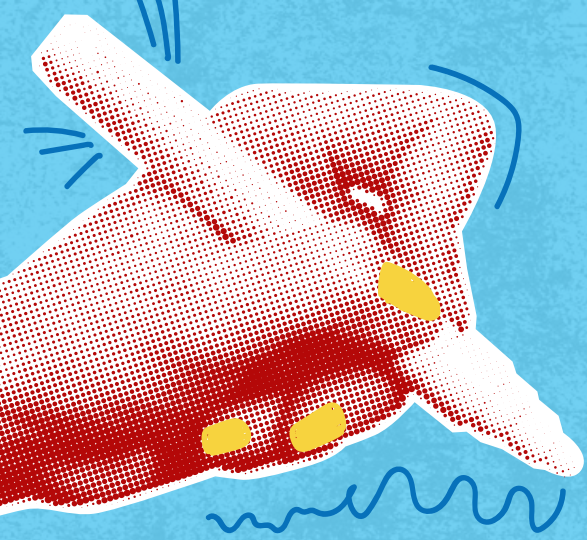


Strategies for Overcoming Imposter Phenomenon



EXECUTE EARLY

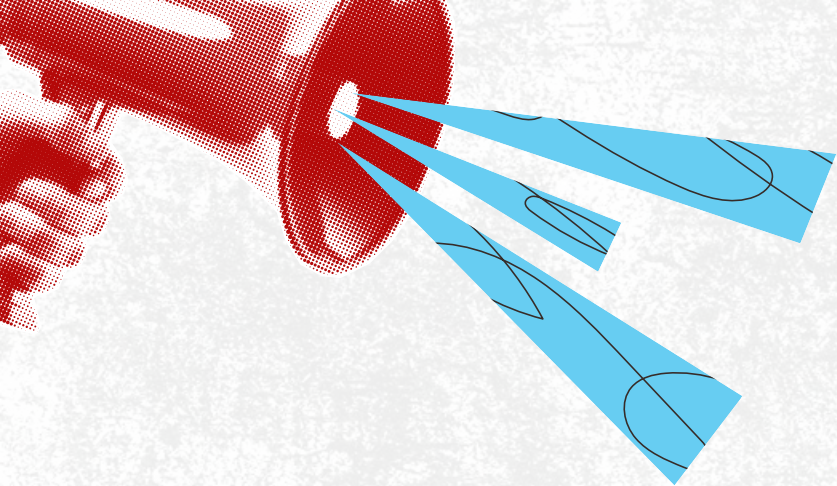




Strategies for Overcoming Imposter Phenomenon

CASE STUDY





THANK YOU!

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