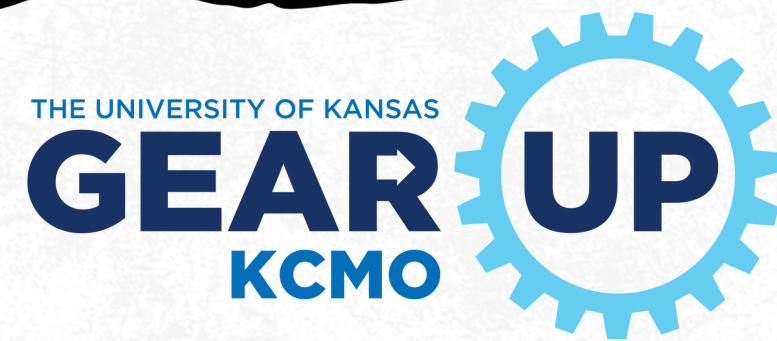




DALTON ALLEN & CHRIS COLLINS

YOU BELONG HERE

Combating Impostor Phenomenon with Goal Setting



DALTON ALLEN



CHRIS COLLINS



IDENTITY THEFT

Take 10 seconds to think about 2 things you're proud of: one personal and one professional

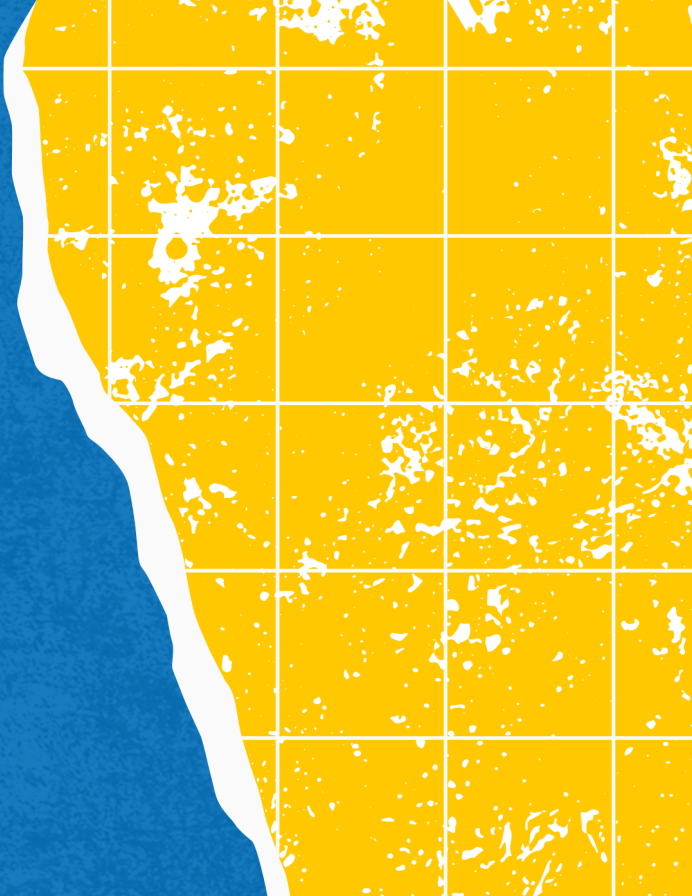
Introduce yourself to a partner and share your two proud moments

**Assume the Identity of the person you just met.
Now introduce your "new" self and 2 proud moments. Repeat until we call time**





IMPOSTER PHENOMENON



Have you ever felt like an imposter?

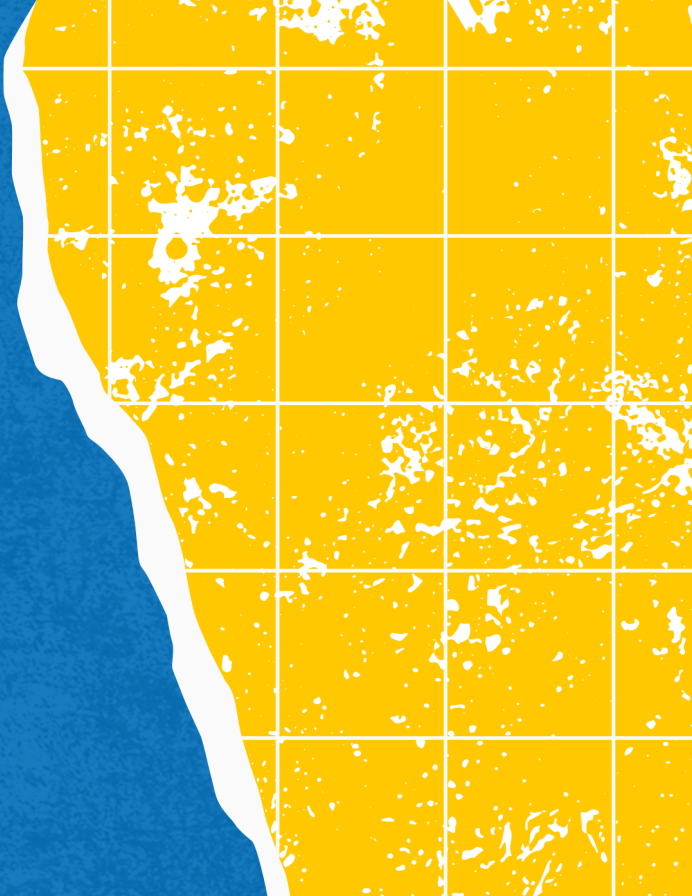
What was that experience like?



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



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



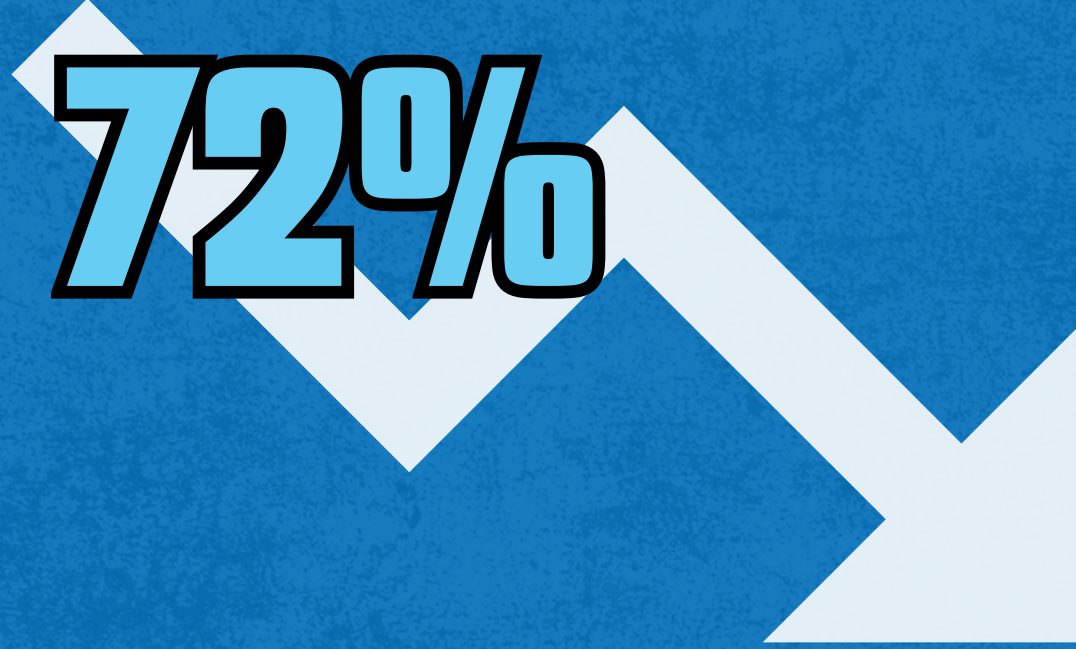


IMPOSTER PHENOMENON

The Decline in College Degree Expectations

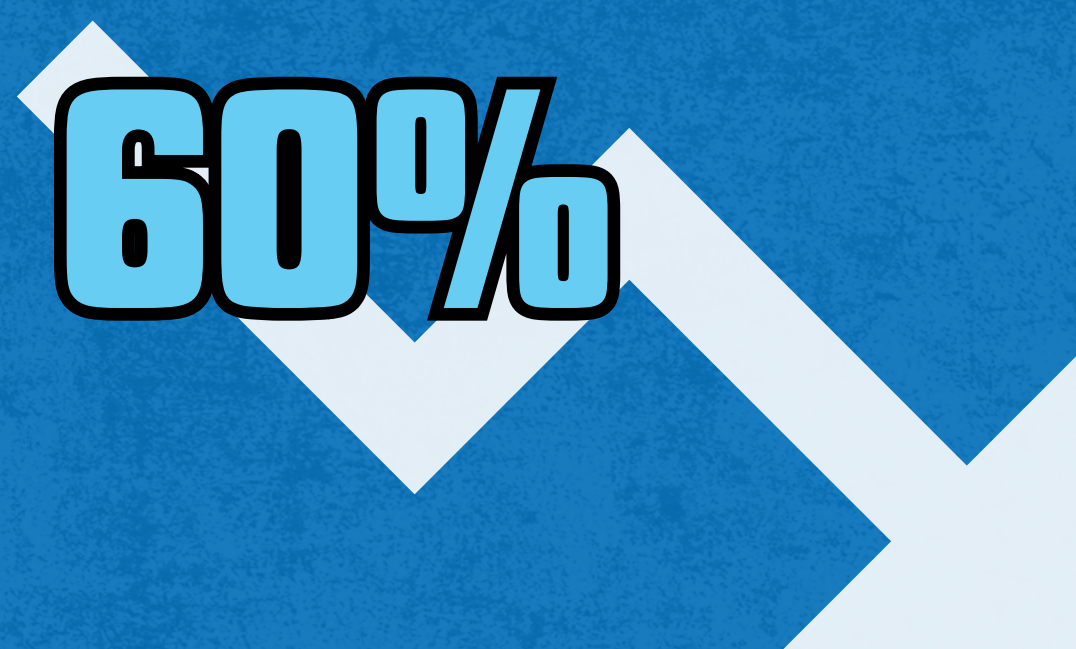
ALL STUDENTS

72%



FIRST-GEN

60%



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

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.



FACTORS THAT IMPACT RESILIENCE

IMPOSTER PHENOMENON

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

-0.26
point
decrease



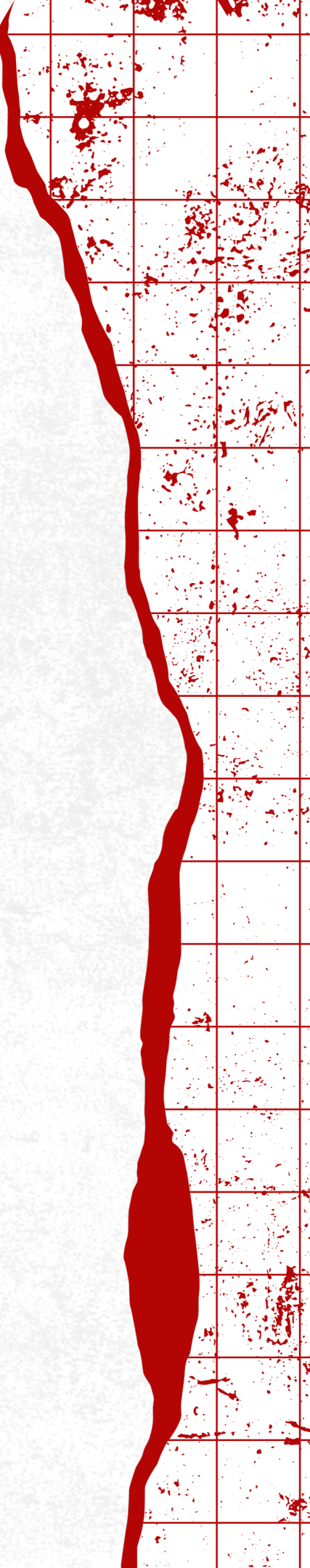
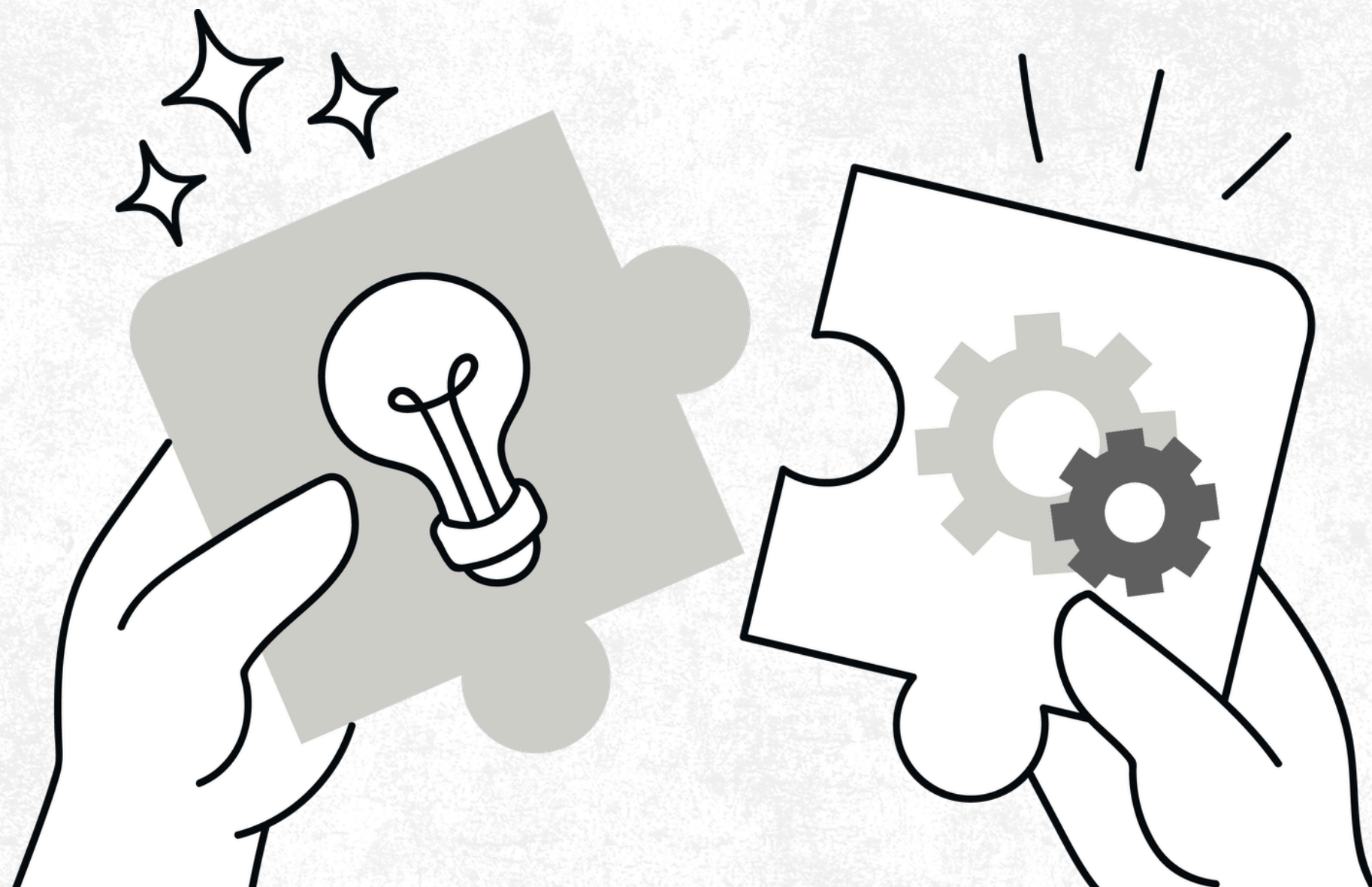
+0.32
point
increase

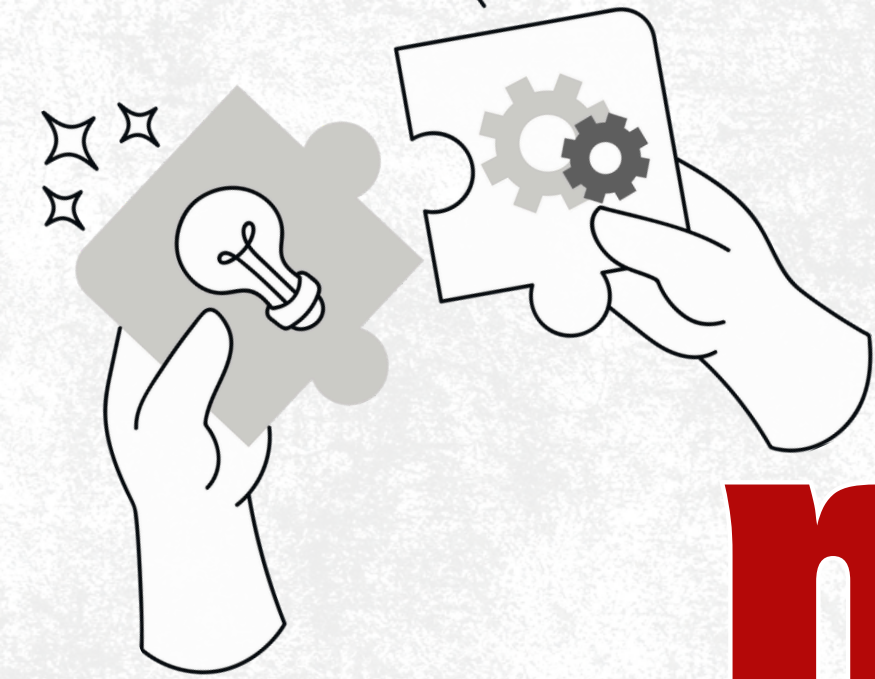
MENTOR SUPPORT

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

Reduce self-doubt + increase support = more resilient students

THE MISSING PIECE





THE MISSING PIECE

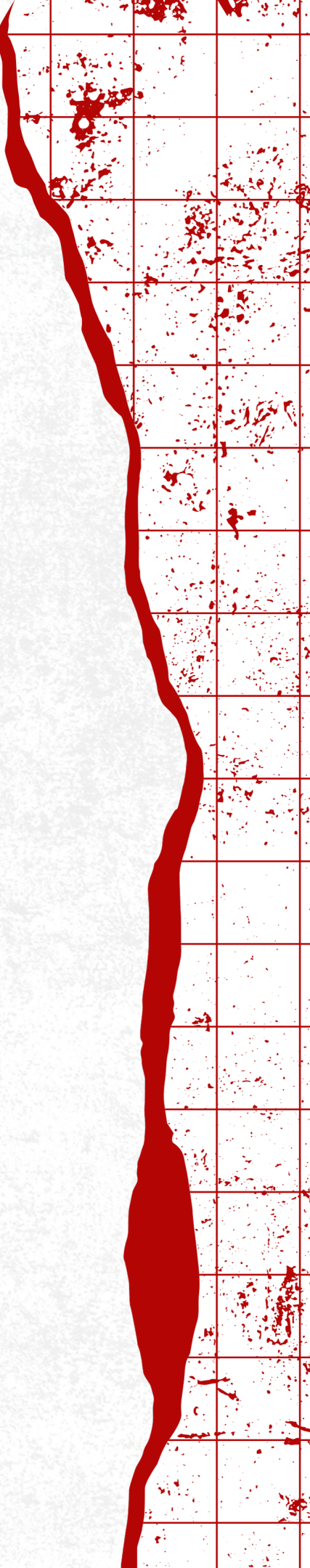
**Discuss a time you have seen a scholar
suffer from Imposter Phenomenon?**

How did you identify it?

How did it impact the scholar?

**What are some ways you helped that
scholar navigate the situation?**

**Share some success stories you have helping
scholars navigate Imposter Phenomenon.**





CHRIS STORY TIME

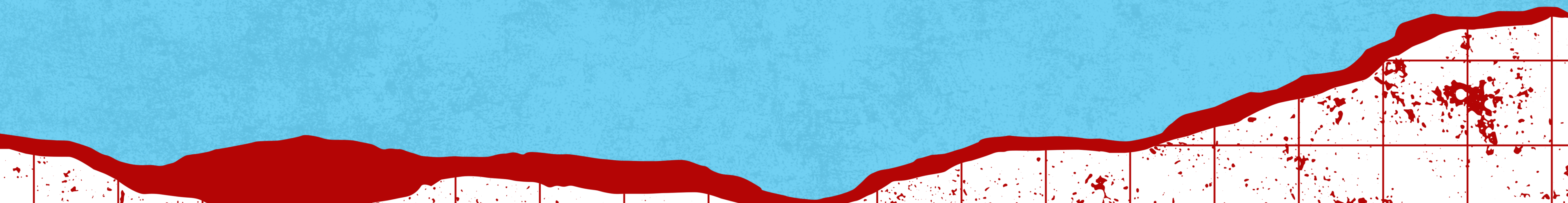




Strategies for Overcoming Imposter Phenomenon



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

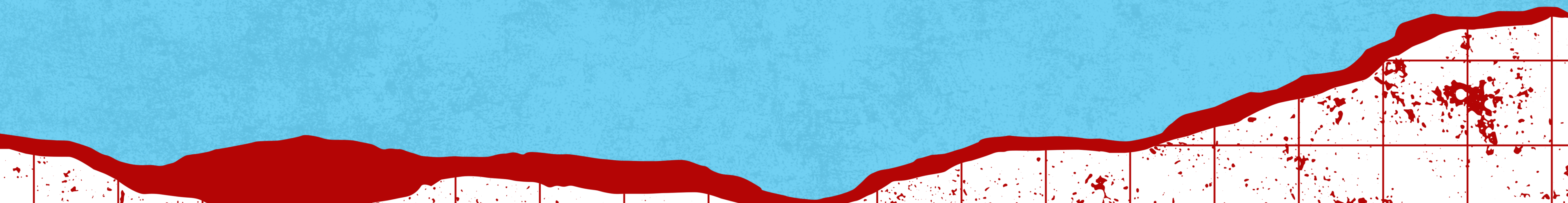




Strategies for Overcoming Imposter Phenomenon



**BEGIN WITH
THE END IN MIND**

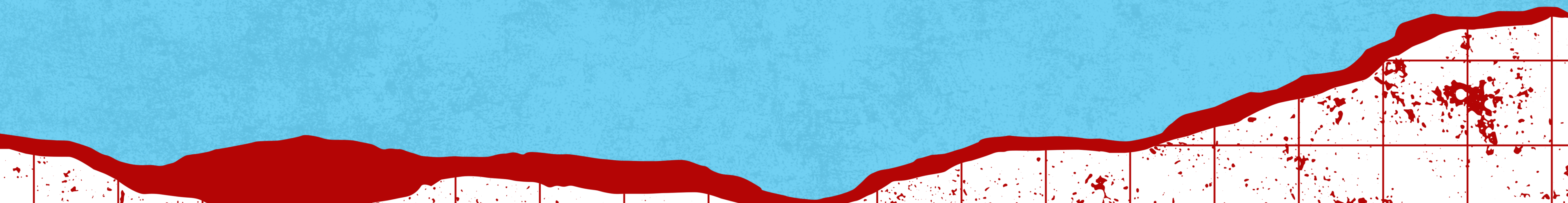




Strategies for Overcoming
Imposter Phenomenon



ENGAGE WITH PARTNERS

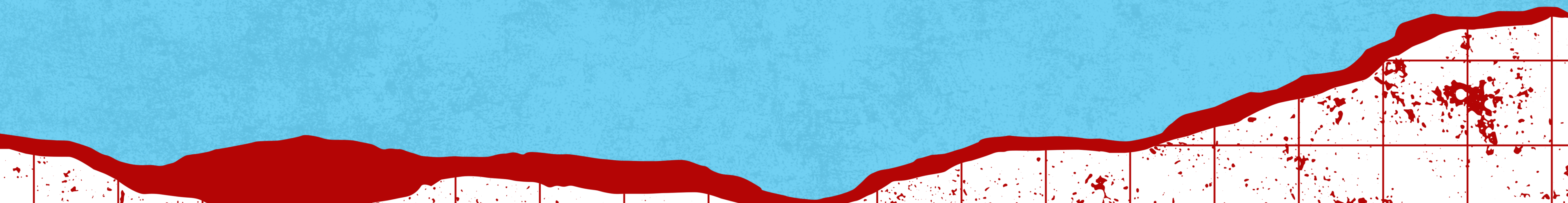




Strategies for Overcoming Imposter Phenomenon



WRITE IT DOWN

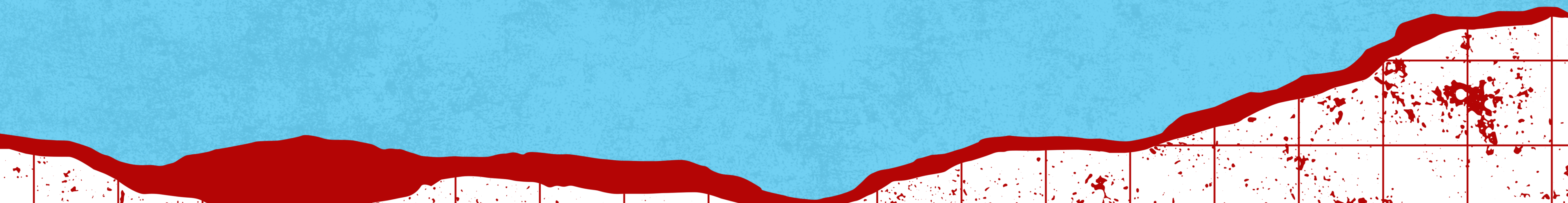




Strategies for Overcoming Imposter Phenomenon



ASSIGN PROPERLY

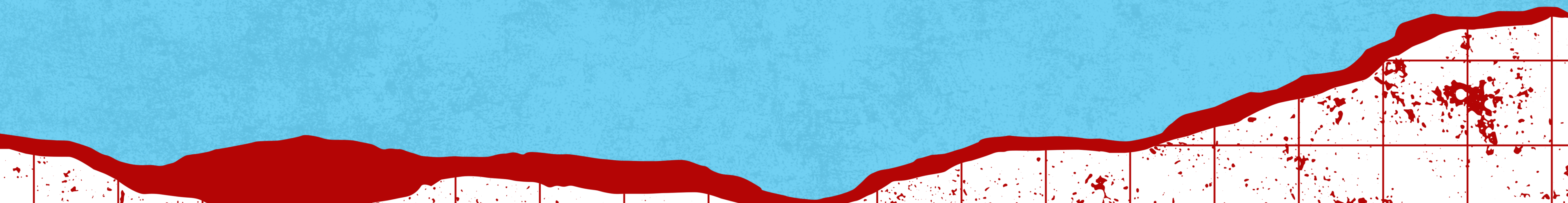




Strategies for Overcoming Imposter Phenomenon



REVIEW OFTEN

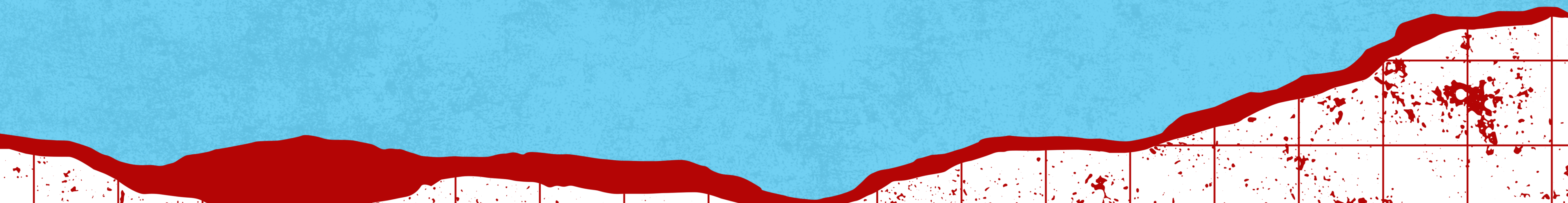


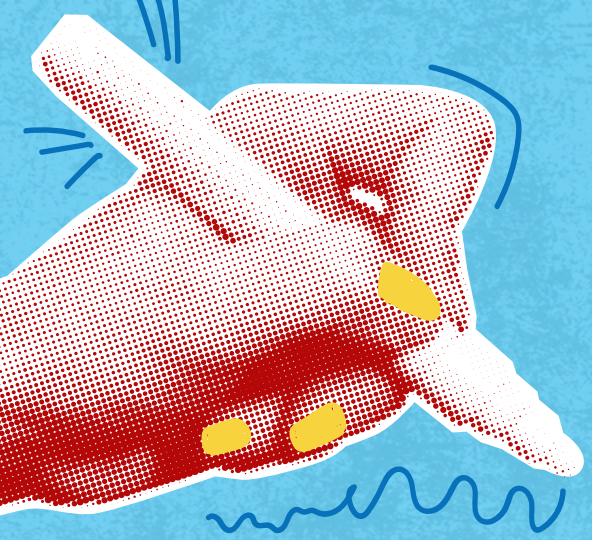


Strategies for Overcoming Imposter Phenomenon



EXECUTE EARLY

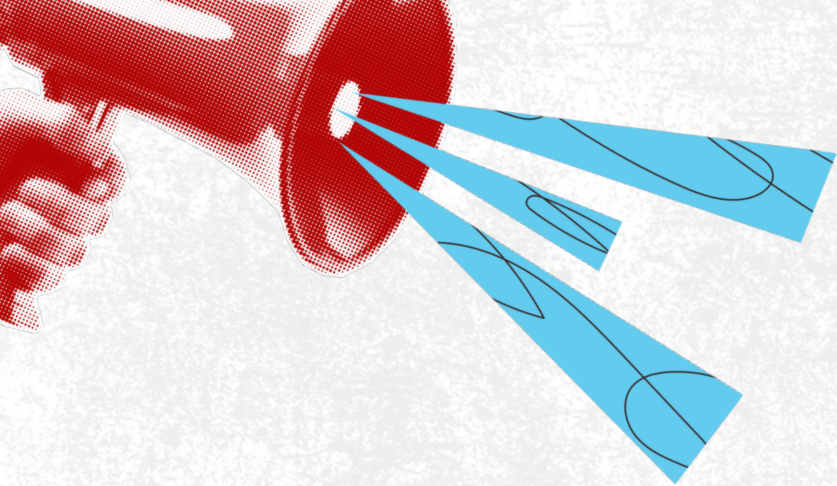




Strategies for Overcoming Imposter Phenomenon

CASE STUDY





THANK YOU!

Dalton Allen
dpallen@ku.edu

Chris Collins
chris@coolspeak.net
@ChrisCSpeaks | @CoolSpeak



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

Start by visualizing your end goal, then work backward to identify your first step; use the worksheet to reflect on how to achieve your W.O.W. goal!

BEGIN WITH THE END IN MIND

WHAT DOES SUCCESS LOOK LIKE?

HOW WILL YOU KNOW YOU'VE REACHED THE FINISH LINE? BE SPECIFIC.

ENGAGE WITH PARTNERS

FOR EACH POTENTIAL PARTNER, EVALUATE WHAT THEY CAN PROVIDE:

- ☐ REMOVE BARRIERS
- ☐ AMPLIFY YOUR REACH
- ☐ PROVIDE PROSPECTIVE/GUIDANCE
- ☐ SUPPLY CAPITAL

WRITE IT DOWN

REFLECT ON WHAT MUST BE DONE TO MAKE YOUR GOAL REALITY?

LIST GROUND WORK TO BE DONE:

LIST VARIABLES ARE OUT OF YOUR CONTROL:

OUTLINE THE TIMELINE FOR COMPLETION:

LIST POTENTIAL OBSTACLES:

ASSIGN PROPERLY

WHO WILL TAKE THE LEAD?

CONNECT PEOPLE AND THEIR GIFTS/STRENGTHS WITH ACTION ITEMS

CREATE TEAMS/SYSTEMS TO MINIMIZE FOLKS WORKING IN SILOS

WHAT ARE THE START AND END DATES FOR EACH TASK?

REVIEW OFTEN

- ☐ CREATE A CENTRALIZED PLACE TO UPDATE WORK FLOWS AND PROGRESS
- ☐ MEET/CONNECT REGULARLY (FORMALLY AND INFORMALLY)
- ☐ MEET WITH AN AGENDA AND A GOAL IN MIND
- ☐ USE TECHNOLOGY AS AN AMPLIFIER, NOT A CRUTCH

EXECUTE EARLY

- ☐ DON'T PROCRASTINATE
- ☐ DO THE WORK!
- ☐ REMEMBER:
#LEADERSHIPISAVerb

#WOWGOALS | @CHRISCSPEAKS