Impostor syndrome is a psychological term characterized by chronic feelings of self-doubt and internalized fear of being exposed as an intellectual fraud. Implications of imposter syndrome in academic medicine includes correlations with burnout, decreased performance, health, and psychological defects. The purpose of this program was to determine if a reflective and interactive educational workshop can improve awareness, perceptions and knowledge regarding imposter syndrome.

**RESULTS**

- 65% females, 35% males,
- 53% residents, 33% medical students, 10% faculty and 4% staff,
- 50% positive for Imposter syndrome (IS) on YIS.
- Commonest determinants were:
  - “Hate making a mistake, or not doing things perfectly” = 89%,
  - “Competitors are smarter and more capable” = 79%
  - “Secretly worry that others will find out that you’re not as bright and capable” = 70%.
  - “Accomplishments are a “fluke,” “no big deal” = 55%

**METHODS**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Detail</th>
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</thead>
<tbody>
<tr>
<td>Pre-survey:</td>
<td>Participants completed a short survey awareness and knowledge regarding Imposter syndrome to provide baseline</td>
</tr>
<tr>
<td>TED-Ed Animation by Sharon Coleman</td>
<td>A short Youtube video in which Elizabeth Cox describes the psychology behind impostor syndrome, and what you can do to combat it</td>
</tr>
<tr>
<td>Imposter Syndrome presentation</td>
<td>PowerPoint presentation on characteristics, ‘how did this happen’, features, ‘why it sucks’, high profile public examples, competence types, strategies to address</td>
</tr>
<tr>
<td>Group Activity 1:</td>
<td>Small group discussion on combating Imposter in the learning environment</td>
</tr>
<tr>
<td>Group Activity 2:</td>
<td>Whole group discussion “You can still have an impostor moment, but not an impostor life”:</td>
</tr>
<tr>
<td>Post-survey</td>
<td>Participants completed the short survey to objectively determine any changes in perception &amp; knowledge from the video-based intervention</td>
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</tbody>
</table>

**RESULTS Continued**

SELF PERCEPTIONS = 3.9 on a Likert scale of 1-5
IS has impeded me from rising to my full potential
IS may be responsible for stress, low self-esteem, frustration or other negative emotions in my life
IS may have negatively affected my team at work or school
PERCEPTION OF OTHERS = 3 on a Likert scale of 1-5
IS of my supervisor or faculty has limited my ability to be most productive
IS may have affected my relationships and my family
BEHAVIOR CHANGING QUESTIONS = 3.94 on a Likert scale of 1-5
learned some skills from workshop to help me deal with my impostor syndrome
I can help make changes to decrease IS in our workplace or learning environment

**REFERENCES**