# Overcoming Imposter Syndrome

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Imposter syndrome refers to a psychological pattern in which individuals doubt the value of their accomplishments and feel like frauds, despite evidence of their competence. People who experience imposter syndrome may believe that they are not as capable as others believe them to be, and that their achievements are the result of luck or other external factors rather than their own abilities.

Research has shown that imposter syndrome disproportionately affects women and people of color. This is due in part to systemic biases and stereotypes that can make these individuals feel like they do not belong or are not good enough in certain contexts. For example, women in male-dominated fields may feel like they have to work harder to prove themselves, and people of color may feel like they are not taken seriously or are undervalued because of their race.

Additionally, societal pressure to conform to certain standards of success and perfection can exacerbate imposter syndrome. Women and people of color may feel like they have to meet higher standards than others in order to be seen as successful, and may internalize negative messages about their abilities.

It's important to recognize that imposter syndrome is a common experience that many people face, and it is not a reflection of their actual abilities or accomplishments. Seeking support from mentors, friends, or a therapist can help with overcoming imposter syndrome and recognizing your worth and competence.

We encourage you to check out the following resources to learn more about how to overcome imposter syndrome:

- Unmasking imposter syndrome: 15 ways to overcome it at work (Asana, 2026)
- You're Not an Imposter. You're Actually Pretty Amazing. (Harvard Business Review, 2022)
- What is imposter syndrome and how can you combat it? (YouTube, 2019)

*Note: This list is a work in progress, meaning the Career Team will be updating resources as we continue to learn ourselves.*