



Imposter Phenomenon – Where People and Systems Intersect

NALP Spring Conference 2023

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List of Articles and Resources

Awareness, action, and education on ways to decrease the prevalence of imposter phenomenon needs to be focused on both people and systems. As leaders in the recruiting, talent, performance management and professional development spaces, you have a meaningful role to play whether through mentorship, support, access, examining and changing systems/processes or other deliberate ways to foster inclusion and belonging. People who feel a sense of belonging are less likely to feel like, or be made to feel, like imposters. The following is a list of helpful articles and resources if you are interested in learning more about imposter phenomenon and the intersect between people experiencing it and the systems they occupy.

Articles

- [Why Everyone Feels Like They're Faking It - The New Yorker](#)
- [Stop Telling Women They Have Imposter Syndrome - HBR](#)
- [End Imposter Syndrome in Your Workplace - HBR](#)
- [Why Imposter Syndrome Hits Women and Women of Colour Harder - BBC](#)
- [Imposter Syndrome - Do you Sometimes Feel Like a Fraud - The Economist](#)
- [Company Culture May Drive Imposter Syndrome - How Can Managers Help - Forbes](#)
- [Mentoring Someone With Imposter Syndrome - HBR](#)
- [Race And Imposter Syndrome: Acknowledging and Addressing Discrimination in the Workplace - Forbes](#)

Books

- [Own Your Greatness: Overcome Impostor Syndrome, Beat Self-Doubt, and Succeed in Life - Lisa and Richard Orbé-Austin](#)
- [Inclusion on Purpose: An Intersectional Approach to Creating a Culture of Belonging at Work - Ruchika Tulshyan, Ijeoma Oluo](#)

TedTalks

- [The myth of bringing your full, authentic self to work - Jodi-Ann Burey](#)
- [How everyday interactions shape your future - Mesmin Destin](#)
- [The Imposter Syndrome Paradox - Lisa and Richard Orbé-Austin](#)
- [How Students of Color Confront Imposter Syndrome - Dena Simmons](#)

Podcasts

- [Imposter Syndrome with Jodi-Ann Burey and Ruchika Tulshyan - Brené Brown Dare to Lead Podcast](#)