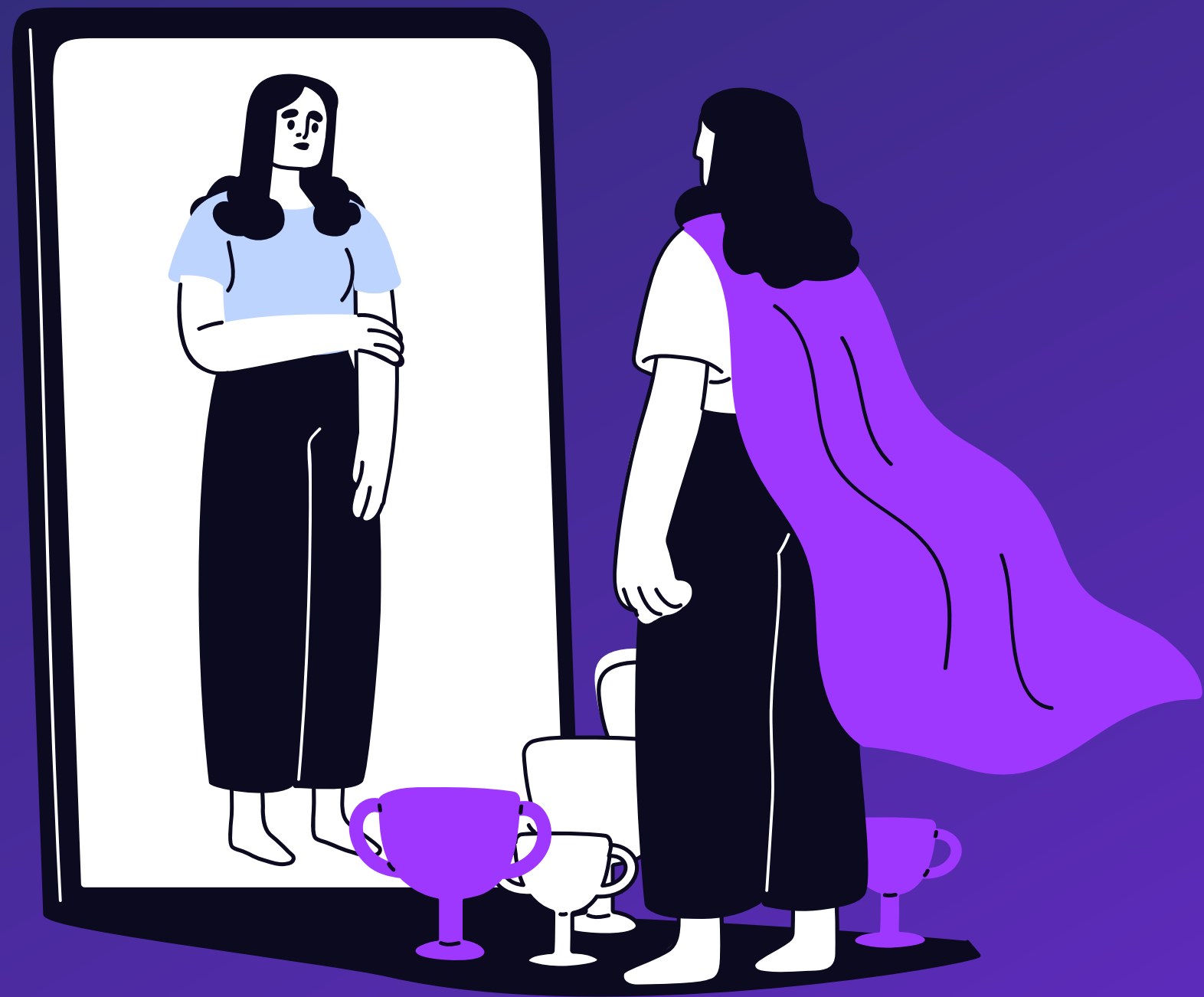# Imposter syndrome, overworking, working environments

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IMPOSTER SYNDROME

The imposter "syndrome" refers to the notion that some individuals feel as if they ended up in esteemed roles and positions not because of their competencies, but because of some oversight or stroke of luck.
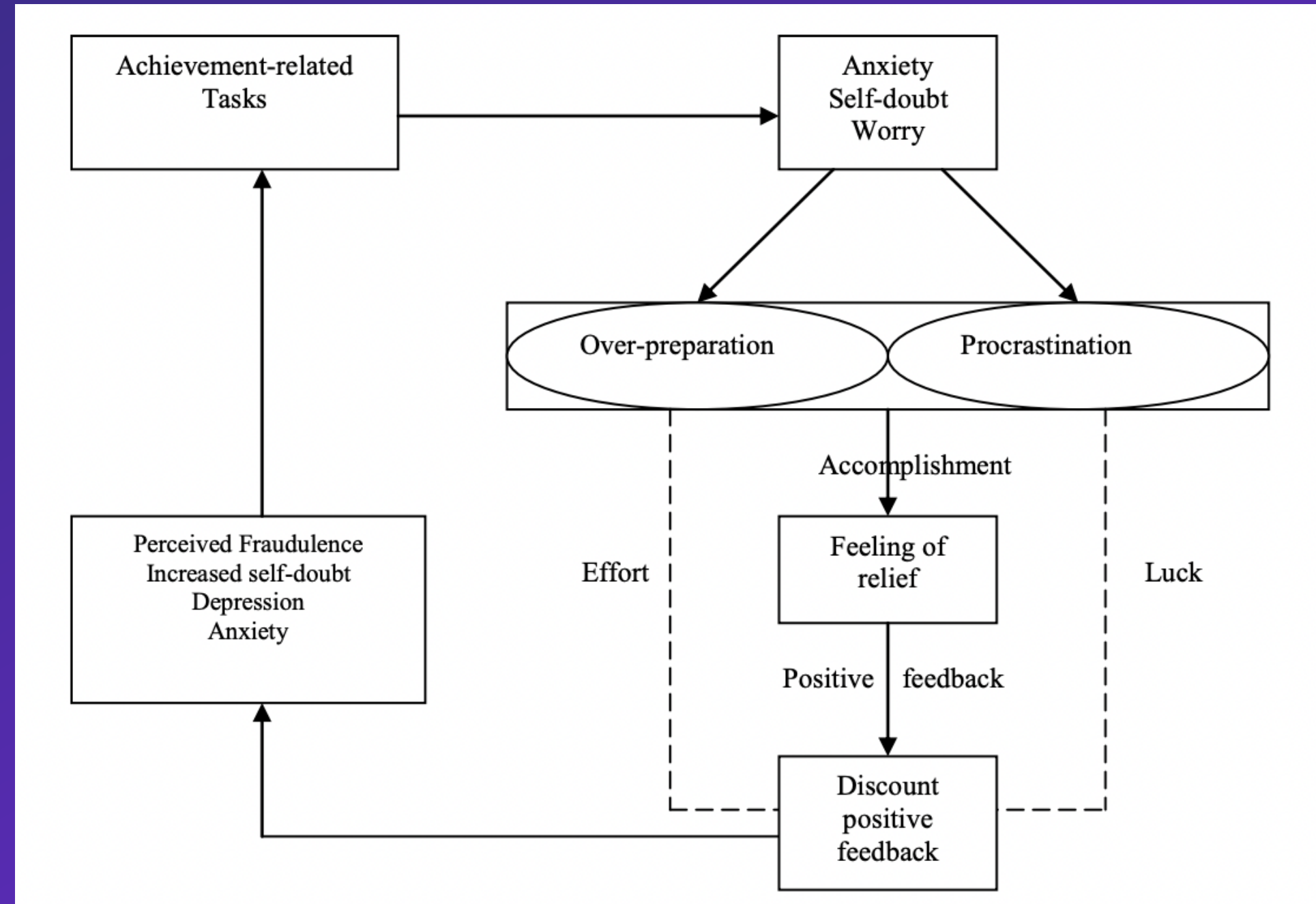
I WAS FAILING TO INTERNALISE MY OWN SUCCESSES

70% of people will experience imposter syndrome at some point in their lives.

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6 ways imposter syndrome can show up

The Imposter Cycle

The need to be the very best
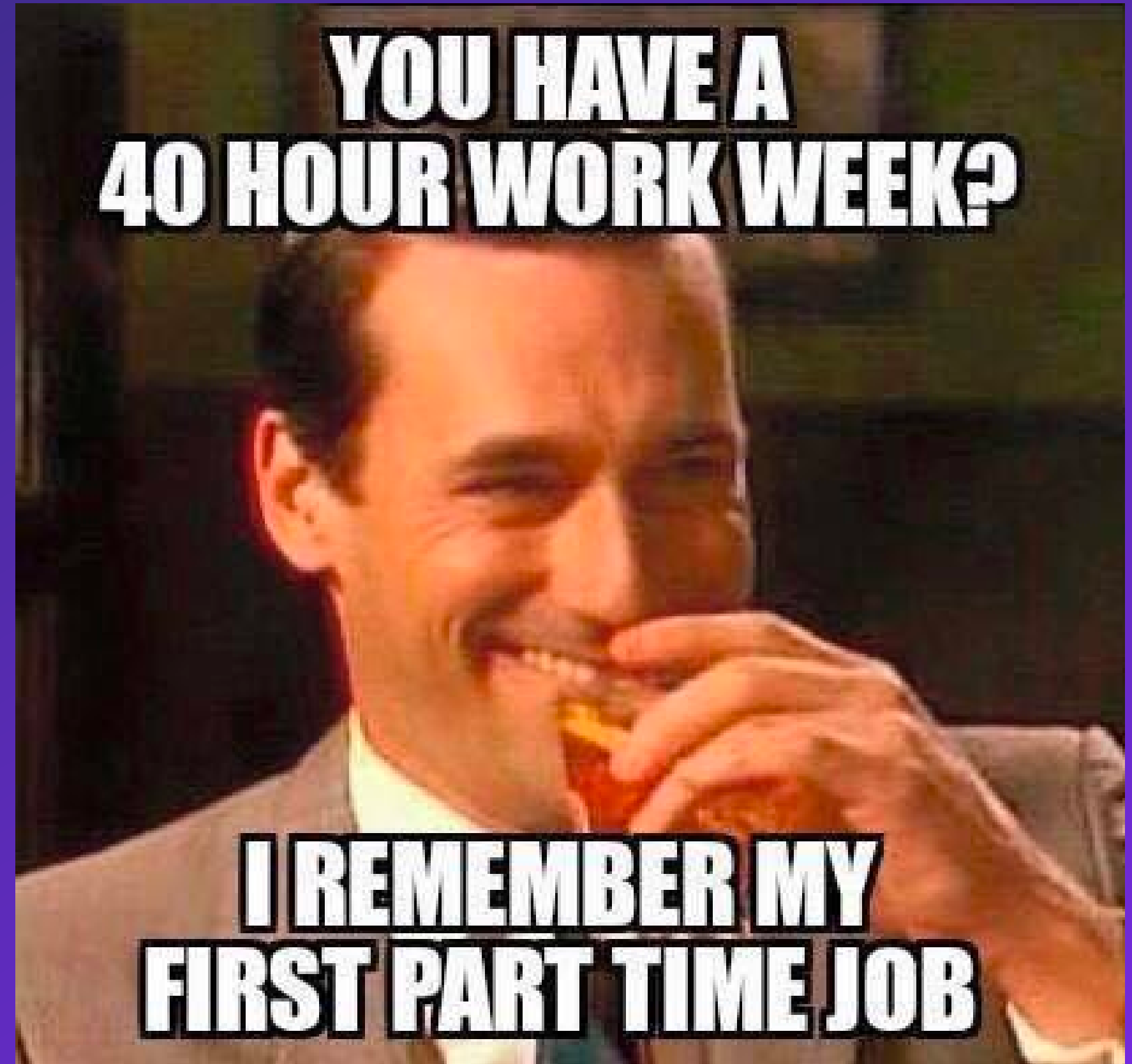
Fear of failure

Discounting praise

Fear surrounding success

Superwoman/ Superman aspects

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- **BA Economics and Accounting Graduate**
- **Software Engineer**
- **High achiever**
- **Perfectionist**

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"If I look perfect, live perfectly, and do everything perfectly, I can avoid or minimise painful feelings of shame, judgment and blame."

– *Brene Brown*

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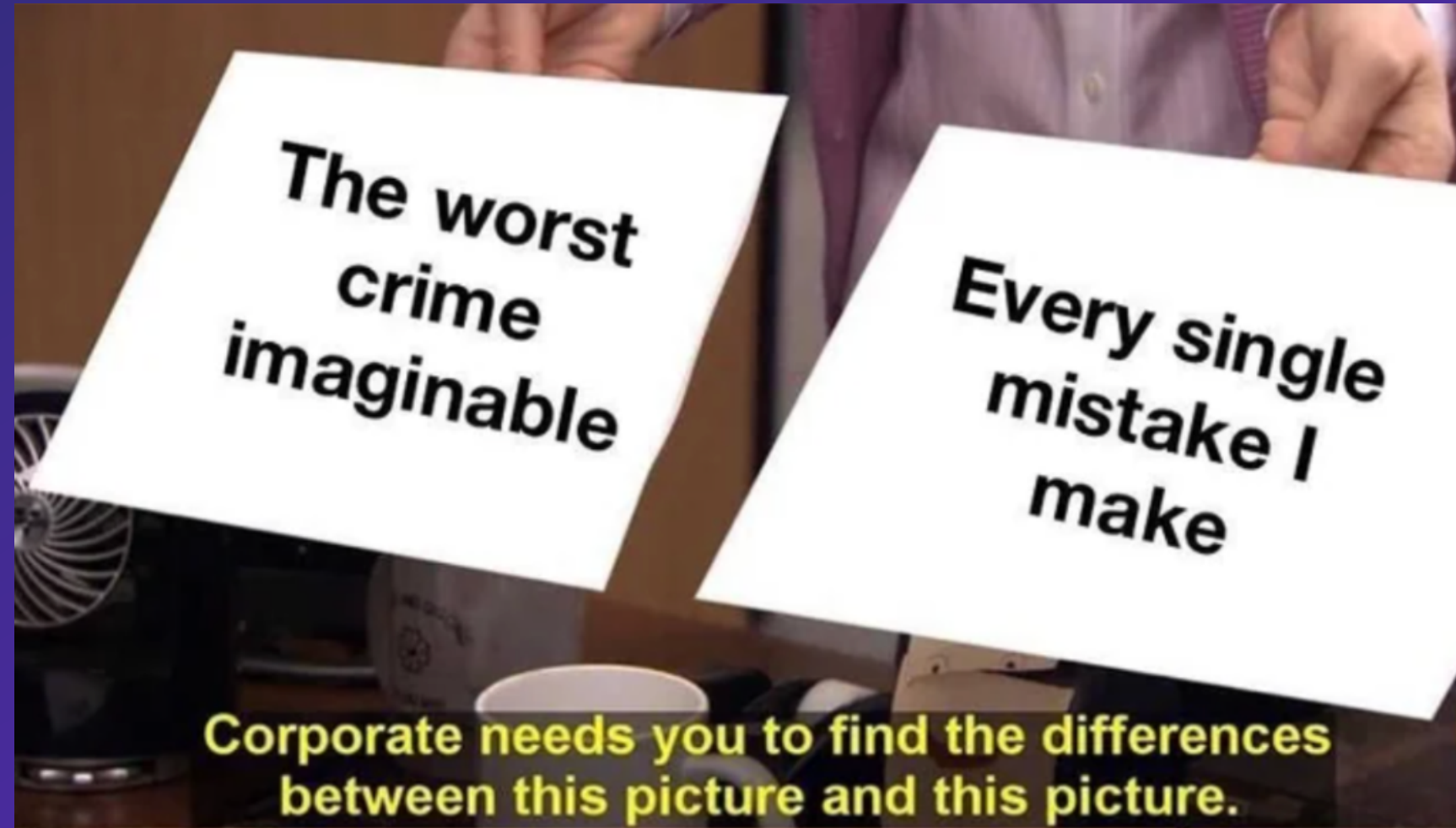
- **High functioning anxiety**
- **Lack of breaks**
- **Often burned out**
- **Tendency to forget accomplishments**

"Work twice as hard to get half of what your white counterparts will get"

Stop Telling Women They Have Imposter Syndrome

For many women, feeling like an outsider isn't an illusion — it's the result of systemic bias and exclusion. by Ruchika Tulshyan and Jodi-Ann Burey

February 11, 2021

Amber has done an incredible job during the last weeks.
She demonstrated great enthusiasm and expanded her
technical skillset by taking on numerous back-end tasks:

- Setup Python +amp; Java environments, and managed
to get multiple back-end project running locally on her
machine
- Actively asking questions during pairing and
knowledge sharing sessions, showing her eagerness to
learn and understand
- Was in the driver seat for implementing database
related tasks (tomb-stoning). Typically I would ease
people into back-end by doing API/service development
as opposed to database which is more advanced back-
end.
- Contributed to multiple incidents by supporting the
squad until it progressed to a mitigated state.

I'm excited to watch her career develop in this squad!
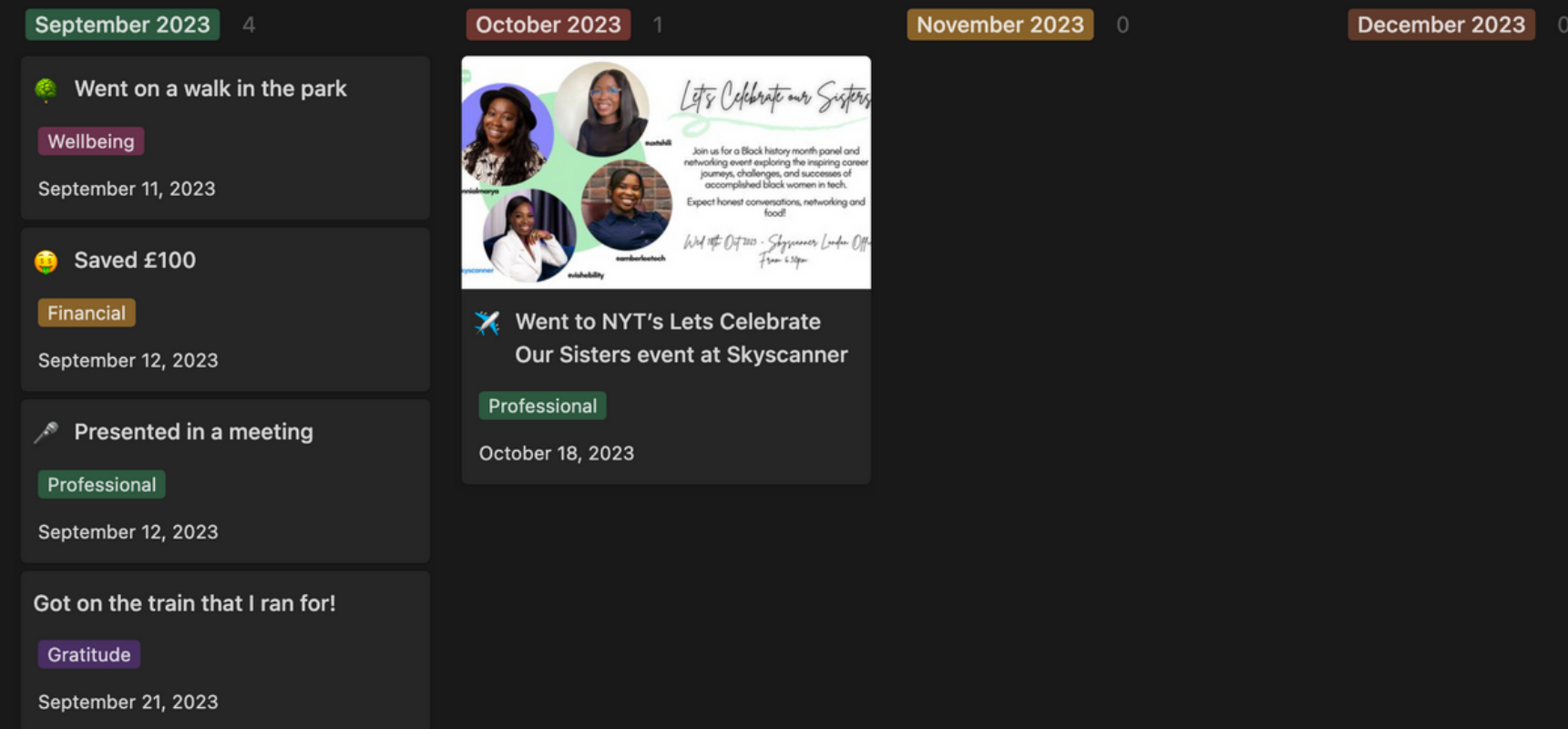
Having a feedback culture

Track your wins template

✨ Wins tracker template

Amber Shand's wins tracker template is designed to help you keep a record of your accomplishments and milestones, both big and small! Whether it's a career achievement, a personal goal reached, or a memorable moment in your life, this tracker allows you to capture and celebrate your wins, providing a visual representation of your progress and a source of inspiration for your ongoing journey of success.

Feel free to make a copy so you can make edits and personalise your tracker to reflect your wins!

⬜ By Status   ▦ Table View

| September 2023   4 | October 2023   1 | November 2023   0 | December 2023   0 |

September 2023

🌳 Went on a walk in the park
Wellbeing
September 11, 2023

🥲 Saved £100
Financial
September 12, 2023

🎤 Presented in a meeting
Professional
September 12, 2023

Got on the train that I ran for!
Gratitude
September 21, 2023

October 2023

✈️ Went to NYT's Lets Celebrate Our Sisters event at Skyscanner
Professional
October 18, 2023

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Fail early, fail often, fail foward

Successful people fail a lot, but they extract the lessons from the failure to come around to the next phase of success. Failure actually helps you to recognise the areas where you need to evolve.

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Having a psychologically safe working environment

A MESSAGE MY COLLEAGUE SENT TO ME

When I started at Skyscanner, one of the things that helped me the most was having someone I could just ask anything I didn't know. The whole squad was great, but my onboarding buddy made all the difference. With his help, I completed my first project at Skyscanner and that really helped me settle in to how to do stuff here. Just want to pay that forward and set you up for success!

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Take intentional breaks

Walking meetings, meeting breaks & team social time

Find a sustainable rate of working – this requires experimentation

To end: embrace the learning experience, celebrate your wins, know what you bring to the industry