Imposter Syndrome

0:00 I'm going to talk briefly about imposter syndrome and what it can be like to be a girl working in STEM and how to deal with it. You are not alone.

0:10 I think this is common amongst computing students and professionals. I have to say this can sometimes make those starting points feel like a steep incline. During my previous career in chemistry, this notion of feeling was prevalent, reminiscing I even remember my old HR manager giving me apps or leaflets to help understand what imposter syndrome was. I didn't think I needed the guide as I felt like the tour leader.

0:37 An article called contextualising the imposter syndrome defines imposter syndrome as feelings of ending up in esteemed roles not because of merits or achievements, but because of some oversight in the part of important gatekeepers or due to share look.

0:55 Software development is exactly that. Developing constant evolution and expansion open so many doors but can make developers and beginners feel overwhelmed all the possible routes. As the possibilities grow. So do the expectations. We are our own worst critics. I know from my experience, that I can be my own biggest fan, but simultaneously the reason I allow myself to settle for less. Now this is normal. I really think is something more people should talk about to ensure healthy coping tactics or to ensure that people feel less daunted by the possibilities.

1:32 The misconception of having to be nothing short than perfect. And the pressure to stay current on the latest trends can lead you to a distrust your judgement. Be, forget and dislodge your journey. See, make you focus on what you don't know and feels the feeling of inadequacy. Soon enough, you're a victim of imposter syndrome.

1:57 Women are widely not represented in tech. Then there's the employment gap, degree gap, tension gap, representation gap and workplace culture gap are all factors that have influenced women getting into or staying in any STEM field. In my own experience, what I found was mainly an issue with retention and workplace culture. I found that there were a lot of women working in low paying or low-level analytical services but not able to move forward. Obviously, some of the ladies I met were very happy with where they were, but the majority didn't feel there was room for them to grow so inevitably left, as did I.

2:37   A lack of representation for women in tech can hinder a woman's ability to succeed in the industry. It can put limits on their opportunities for mentorship and sponsorship and can lead to fostering unconscious gender bias and company culture, leaving many women without a clear path forward. That is according to a report from trust radius. That quote was taken from an article about women in tech statistics the hard truths of an uphill battle.

3:06   No matter who we are, we are at least somewhat aware of the expectations from the media that software development mythos The only the super smart people able to grasp it. The reality is that programming is developing into more complex natures. What follows is more accessible tools to make the learning curve feel less daunting. So reality and making computing easier to access and explore.

3:31   One of the outcomes of imposter syndrome is that you may compare what you know to what you think other people know. It makes sense that you don't see other people and their personal struggle. And so, you assume they do not. I can feel quite isolating and personally This is why I think lack of honest communication, even through friends, allows for envious or self-destructive behaviour. What I find quite interesting is imposter syndrome makes you over analyse your weaknesses. But I know in my experience that when someone asked me for my weaknesses, it's almost impossible to think of one. This is partly because I don't want to seem weak to those, I assume are much stronger. But also, I think is the reality of saying them out loud. It might make them true, or it might on the other hand, make me realise how ridiculous or untrue is.

4:20   It is important to know again the software will grow, which is great. There will always be new technologies, new languages to learn higher level languages learn more accessible languages to learn.

4:32   Obviously more procedures to learn not to do with programming. That will then always be something we don't know. The fact of the matter is, there will always be someone out there who is better at something than us or further ahead. Really it should motivate us that there is so much to learn constant development and learning is such a fun prospect. We almost probably drawn to this line of work for us versatility and dynamic future. Intelligence is not fixed and

5:00   In fact it is directly tied to effort and challenge. You're most likely not be in the same stage of your journey in three years' time, three months' time, or even three weeks' time. You're constantly learning and adapting something that you might struggle with now, maybe a thing of the past in the next week. The best thing about accepting the imposter syndrome is realising you can help others in the same shoes as you. It's also important to know that

there are people out there that do think their intelligence is fixed. And you might think this too. This can mean that failures are seen as a reflection of lack of intelligence rather than lack of experience. Embrace your ignorance and use that to fuel your growth, not your self-doubt, make those difficult conversations and decisions with management or tutors or your teachers. Get involved. Ask questions because there is no reason to stop yourself before you've even got started. And, if anyone has any questions, please feel free to get in contact with us at ENUSEC. We are a student led organisation of cybersecurity or computing students and know exactly what it's like. You can contact me or my friend and colleague kit here.

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