



Embracing Mindfulness to Combat Imposter Syndrome

*Understanding and Overcoming Self-Doubt in Pharmacy Practice
for Pharmacy Owners, Pharmacists and Technicians*

NCPA 2024 Annual Convention and Expo

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Speaker



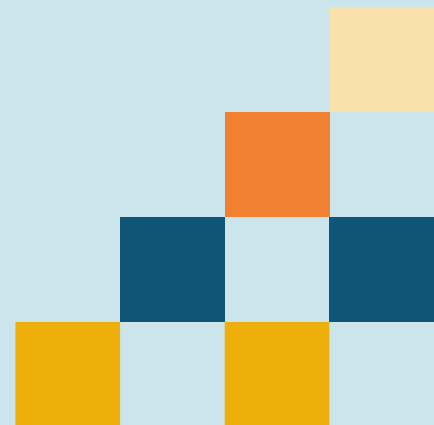
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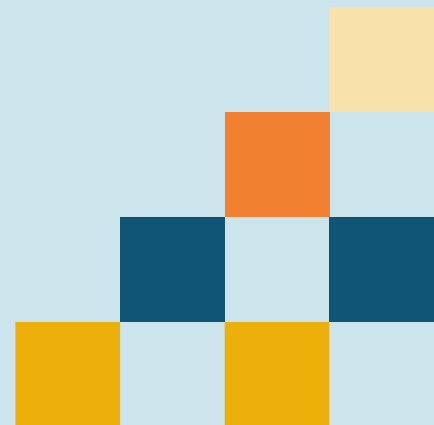
Disclosure Statement

Chichi Ilonzo Momah has a financial interest with Novavax and the relationship has been mitigated through peer review of this presentation. There are no relevant financial relationships with ACPE defined commercial interests for anyone else in control of the content of the activity.



Pharmacist and Technician Learning Objectives

1. Define imposter syndrome, why it happens, and its effect on the brain.
2. Discuss how imposter syndrome can negatively affect an individual's ability to perform and grow.
3. Outline strategies for addressing imposter syndrome.



What is Imposter Syndrome?

Definition: Imposter syndrome is the persistent inability to believe that one's success is deserved or has been legitimately achieved as a result of one's own efforts or skills.

Common Symptoms:

- Feeling like a fraud
- Fear of being "found out"
- Attributing success to luck rather than skill

Statistics: ~70% of individuals experience imposter syndrome at some point



- Clance, P. R., & Imes, S. A. (1978). *The imposter phenomenon in high achieving women: Dynamics and therapeutic intervention*. *Psychotherapy: Theory, Research & Practice*, 15(3), 241–247.
- Matthews, G., & Clance, P. R. (1985). *Treatment of the Imposter Phenomenon in Psychotherapy Clients*. *Psychotherapy in Private Practice*, 3(1), 71-81.

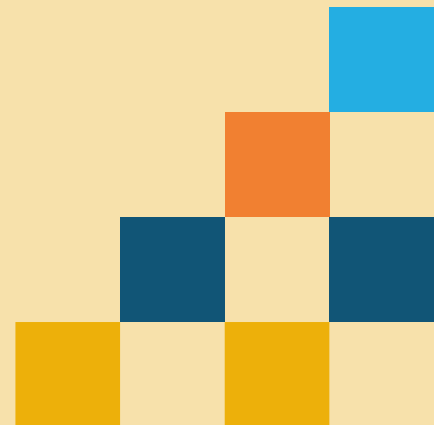


Why Does Imposter Syndrome Happen?

Origins:

- **Perfectionism:** High personal standards
- **Upbringing:** Family or societal pressures
- **Workplace Culture:** Competitive environments like healthcare

Cognitive Bias: Tendency to underestimate abilities while overestimating others.



Neuroscience:

- Increased cortisol (stress hormone) levels.
- Activation of the brain's "fight-or-flight" response.
- Overactivation of the Amygdala
- Prefrontal cortex suppression, affecting critical thinking and decision-making, problem solving...

Journal Article: "The Imposter Phenomenon in High Achieving Women: Dynamics and Therapeutic Intervention" (Clance, P. R., & Imes, S. A., *Psychotherapy: Theory, Research & Practice*, 1978). The original work describing the phenomenon includes insights into psychological and emotional patterns of self-doubt.

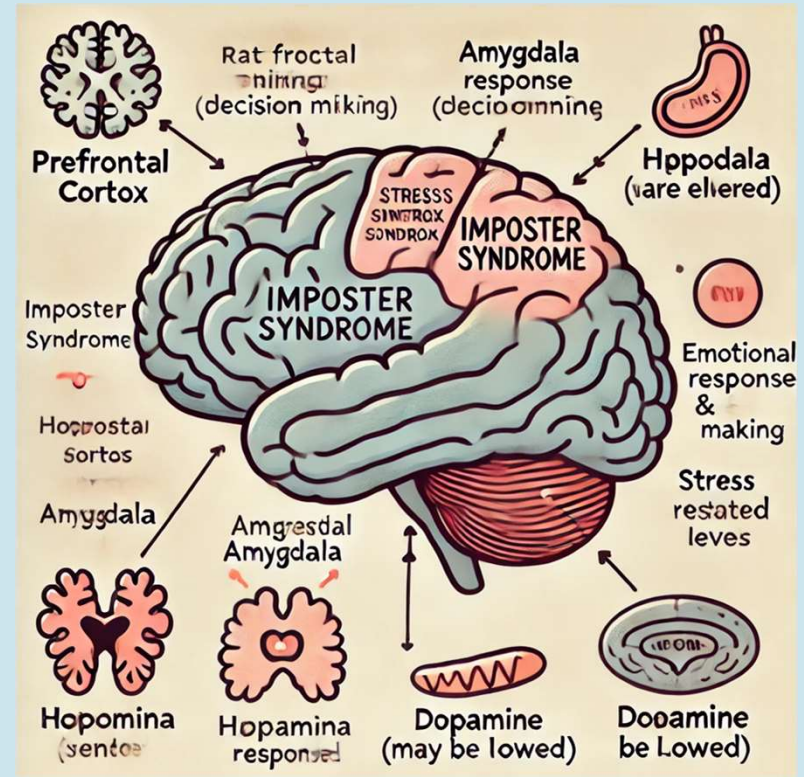


Image created by ChatGPT

Negative Impacts on the Pharmacy Business:

- Lowered Confidence
- Decreased Innovation
- Burnout
- Poor Leadership
- Fear of Failure
- Mental Toll
- Effect on Career Progression
- Impact on Work Performance



Imposter Syndrome Effect on Performance and Growth

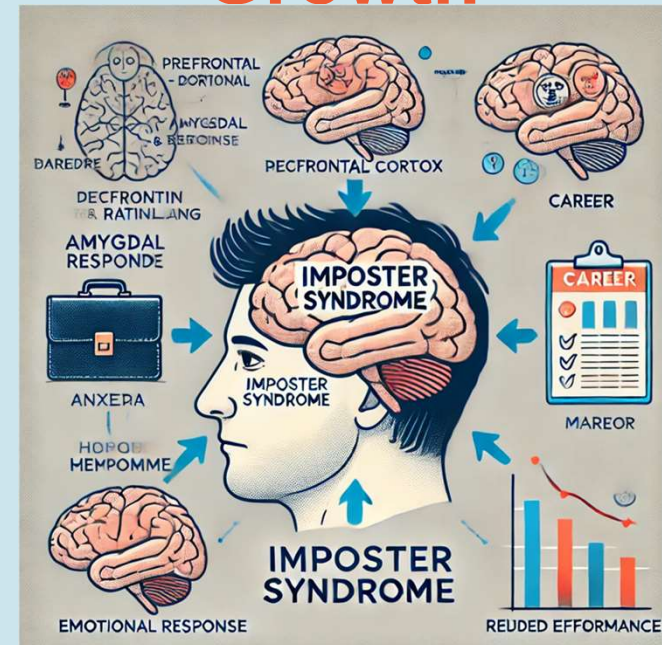


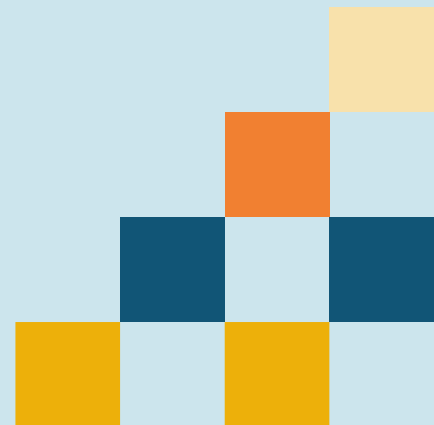
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Growth and Development Challenges

Self-Sabotage: Avoiding challenges to avoid failure, resulting in stagnation.

Fear of Exposure: Fear of being "exposed" as incompetent can prevent learning.

Under-Representation: Women and minorities in leadership roles often feel imposter syndrome more acutely.



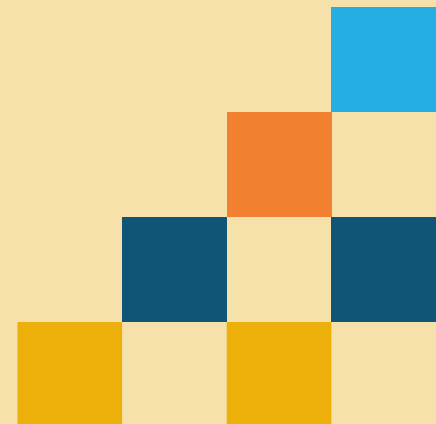
Strategies for Addressing Imposter Syndrome - Mindfulness

1. **Acknowledge and Label the Feeling:** Understand that imposter thoughts are not facts.
2. **Reframe Negative Thoughts:** Replace "I don't deserve this" with "I've earned this through my efforts."
3. **Share Your Feelings:** Talk with peers or mentors who may share similar experiences.
4. **Celebrate Achievements:** Keep a record of accomplishments to remind yourself of your abilities.
5. **Professional Development:** Seek mentorship and continue learning to build confidence.
6. **Therapy and Coaching:** Cognitive-behavioral therapy (CBT) or coaching can help rewire thinking patterns.

Mindfulness as a Solution

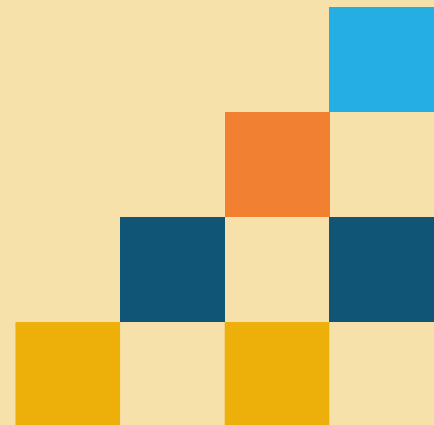


Ref: <https://www.verywellmind.com/mindfulness-based-art-therapy-4588189>



How Mindfulness Helps Combat Imposter Syndrome

- **Increased Self-Awareness:** Helps recognize imposter thoughts.
- **Acceptance of Feelings:** Reduces negative self-talk and promotes self-compassion.
- **Enhancing Focus:** Allows clarity of thought, reducing decision paralysis.



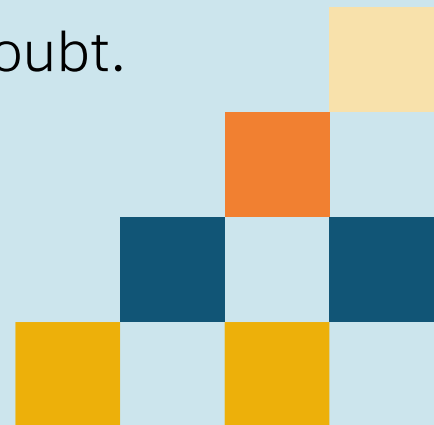
Strategies to Address Imposter Syndrome

Mindful Breathing: Simple breathing exercises to calm the mind.

Journaling: Reflecting on achievements to counter negative self-perception.

Self-Compassion Exercises: Treat yourself with the same kindness as you would a friend.

Seeking Feedback: Ask for objective input to combat self-doubt.



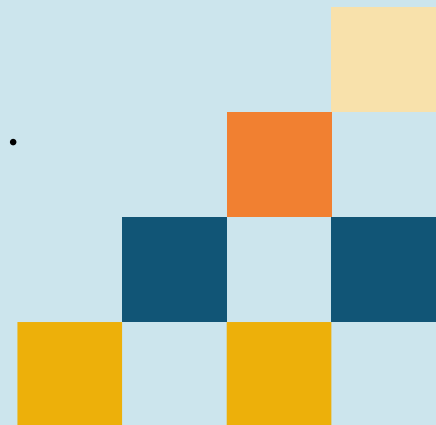
Supporting Staff and Team Members with Imposter Syndrome

Encourage Open Dialogue: Create a supportive culture where it's okay to share vulnerabilities.

Mentorship Programs: Offer structured mentorship to boost confidence in less experienced staff.

Recognize Success Publicly: Regularly highlight achievements in the workplace.

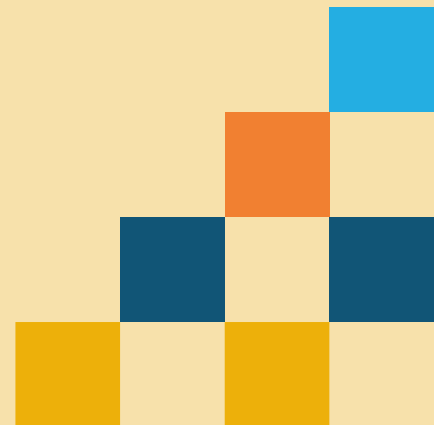
Foster Growth Mindset: Emphasize learning over perfection.



Case Study

Example: A pharmacy owner facing imposter syndrome. How mindfulness helped them overcome challenges.

Discussion: How to apply these strategies in real-life pharmacy settings.

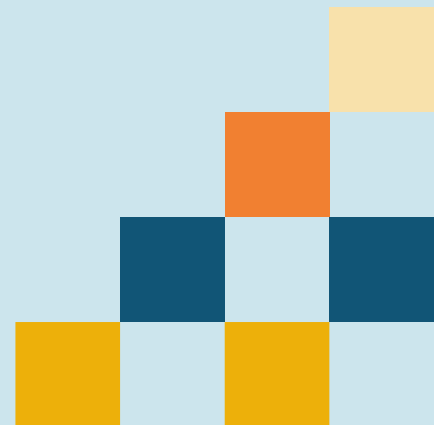


Practical Mindfulness Exercises for Daily Use

Examples: 5-minute breathing exercises, **mindful listening**, gratitude journaling.

Application in Pharmacy Practice: How to integrate mindfulness into a busy schedule.

<https://pin.it/4zTNDxQ9m>



Takeaway

Imposter syndrome is common but can be managed with self-awareness, support, and the right strategies.

Key Message: Mindfulness can help shift mindset, reduce imposter syndrome, and lead to better performance and well-being.

Action Plan: Start small with daily mindfulness exercises to gradually combat imposter syndrome.

"Mindfulness is the key to breaking the cycle of self-doubt. It's the art of being fully present, accepting yourself as you are, and embracing the power within you to grow."

Questions?

Thank you!



Contact Information

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