



Transforming the Healthcare Simulation Spectrum: Now, Next and Beyond

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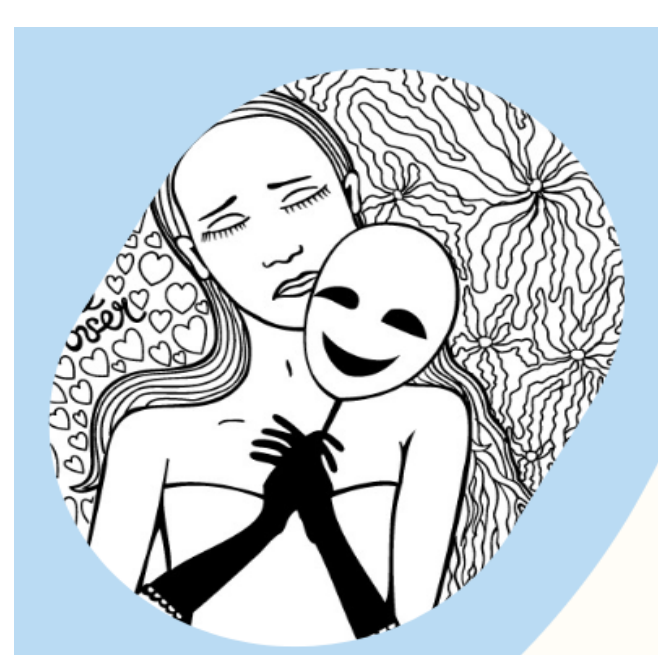


Impostor Phenomenon in Healthcare Simulation Educators



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An internal feeling of intellectual phoniness, impostor phenomenon is where an individual experiences the overwhelming feeling that any minute now they will be found out, and that someone is going to discover that they are a fraud. (Hibberd, 2019)

Results

Impostorism was identified in 46.6% of simulation educators. A multivariate analysis of variance revealed no statistically significant interactions or main effects of gender, time spent on simulation activities per week, years working in simulation, and team size on impostor phenomenon. Impostor phenomenon does not discriminate based on gender, it does not disappear with experience, and it is present regardless of the size of team.

Discussion

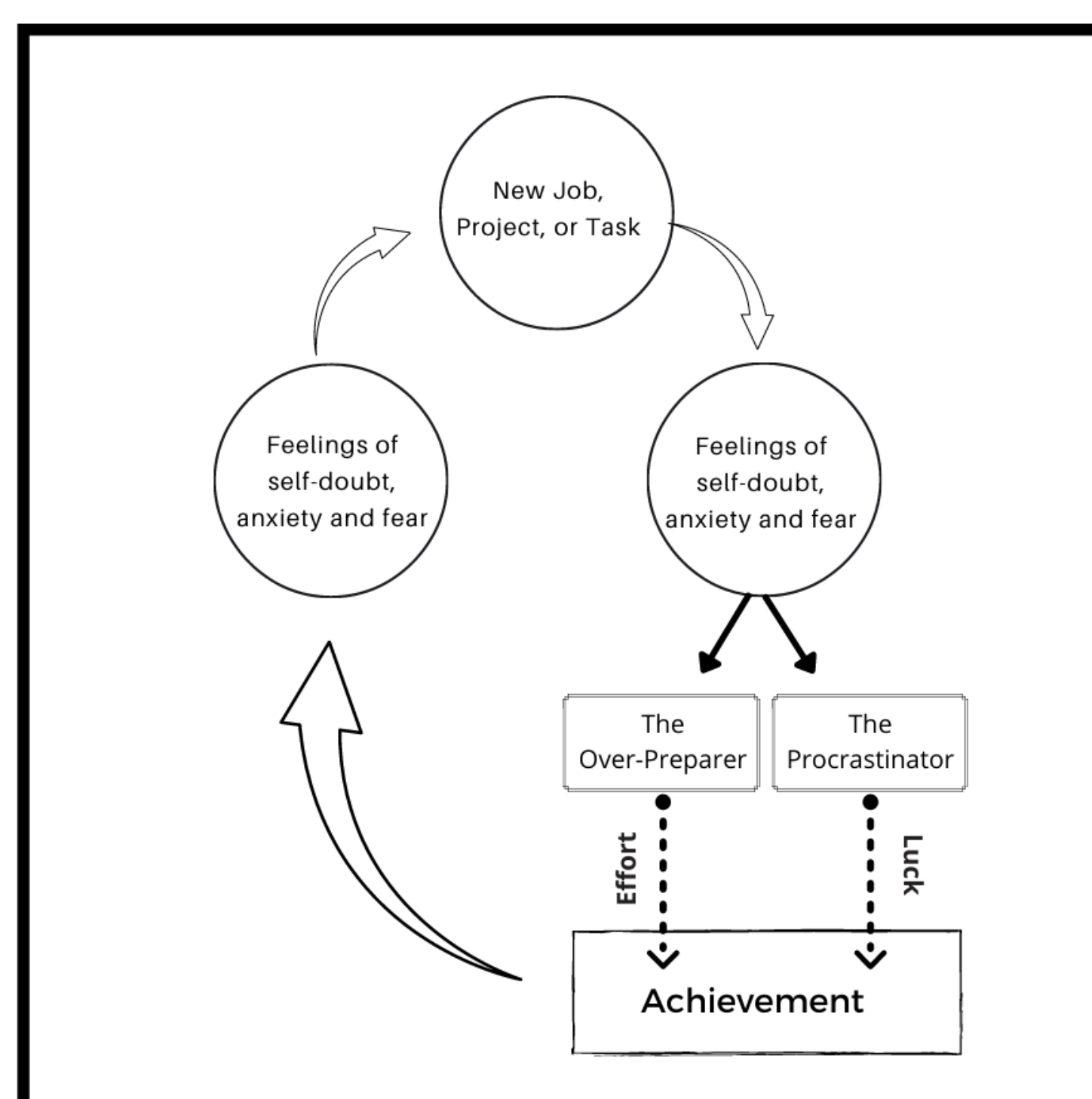
The aim of this study was to investigate the prevalence of impostor phenomenon in the simulation educator population. The results of this study have shown that impostor phenomenon is prevalent in the simulation educator community, with 46.6% of respondents reporting feelings of impostorism.

Introduction

Impostor phenomenon is the overwhelming feeling of intellectual phoniness, and has been linked to decreased job satisfaction, increased levels of stress, depression, and burnout. As education and healthcare institutions rely on simulation to train the current and future healthcare workforce, there is a need to improve our understanding of impostor phenomenon in the healthcare simulation context. This study investigated the prevalence of impostor phenomenon in simulation educators and examined the effect of work related characteristics on impostor phenomenon in the simulation educator community.

Impostorism is a self-perpetuating cycle that starts with a new job, project, or task (Figure 1). Clouded by feelings of self-doubt, anxiety, and fear, the individual will usually proceed by following one of two paths; over preparation or procrastination. While both paths will ultimately achieve success, the joy is short-lived with the 'over-preparer' believing that to achieve success they needed to put in much more effort than their peers, and the 'procrastinator' believing that luck was once again on their side and they have fooled everyone. Any initial thoughts of achievement are quickly suppressed as feelings of self-doubt, anxiety, and fear of being found out resurface and the cycle begins again.

Figure 1: The impostor phenomenon cycle (adapted from Williams [42])



This is a higher rate than previously reported in studies within healthcare populations. Impostorism scores for males and females revealed no significant differences, indicating that impostor phenomenon is experienced by men and women alike.

Given the negative impact impostor phenomenon has on well-being and career development, educators, employers and professional societies need to acknowledge the prevalence of impostor phenomenon and start a conversation to build awareness about impostor phenomenon in the healthcare simulation community

Method

TAKE SURVEY

Online survey
Posted in online forums and distributed via email to simulation communities

Measuring IP
The Clance Impostor Phenomenon Scale (CIPS) and the Leary Impostorism Scale (LIS)

Demographic data
Included gender, simulation experience, team size, time spent on simulation activities during the week

148 simulation educators from nine countries participated in an online survey. Along with questions related to demographic characteristics, impostor phenomenon was measured using two scales, the Clance Impostor Phenomenon Scale (CIPS) and the Leary Impostorism Scale (LIS). Independent variables included gender, time spent on simulation activities per week, years working in simulation, and team size.

What this study adds

- Impostor phenomenon is prevalent in the healthcare simulation educator community
- Impostor phenomenon does not discriminate based on gender, it does not disappear with experience, and it is present regardless of the size of the team.



- Bringing the conversation into the open is the first step to acknowledging feelings of impostorism and developing strategies to break the cycle.

Scan QR Code to access more information on this research.