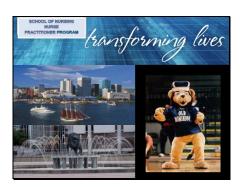
Preparing NP Students for
Excellence as Providers,
Leaders, and Change Agents

Carolyn M. Rutledge, PhD, FNP
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#### Slide 2



# Slide 3

# HRSA

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Slide 4	Providing NP Faculty with the knowledge and skills to prepare NP students for Excellence as Providers, Leaders, and Change Agents  Specific focus on addressing: The Imposter Syndrome Personal Strategic Plans Leadership	
Slide 5	Plackground  Healthcare is in crisis  Nursing has an opportunity to make a difference.  The Future of Nursing: Leading Change, Advancing Health  Interprofessional Collaborations  Time to focus on empowering NPs so they can maximize their impact and contributions as:  Providers  Leaders  Change Agents  OLD DOMINION ISTATEBERS	
Slide 6	Workshops  3 workshops  Goal: To produce NP providers, leaders, and change agents equipped to create new interprofessional models of care Workshop 1: Imposter Syndrome Workshop 2: Strategic Planning Workshop 3: Leadership	

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The Imposter Syndrome:
Unlocking the Fear of Being
Successful and Serving as a
Leader
Kate Berry, WHNP, DNPs
Tina Haney, DNP, CNS

Slide 8

#### **The Process**

- Introduction to Imposter Syndrome
  - Curricular content: immersion, didactic, discussion
  - Experiential workshop & peer support
- Strategies to address phenomenon
- Mentor students to unlock fullest potential



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Slide 9

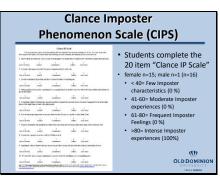
#### **Workshop: Imposter Syndrome**

- Coined by Clance and Imes in 1978 to designate an "internal experience of intellectual phoniness"
- Imposter syndrome can be defined as a collection of feelings of inadequacy that persist despite evident success
- 'Imposters' suffer from chronic <u>self-doubt</u> and a sense of intellectual <u>fraudulence</u> that override any feelings of success or external proof of their competence

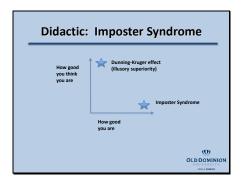



# Workshop: Imposter Syndrome Students complete the Clance Imposter Syndrome Self-Evaluation A didactic presentation on the Imposter Syndrome Small work-groups to develop strategies Sharing their strategies Pairing for ongoing support

# Slide 11



# Slide 12



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#### **Workshop: Intellectual Imposters**

- Are unable to internalize their accomplishments
- Feel they do not deserve their success Dismiss success as luck or other's bad judgment
- Expect to be found out
- Often individuals from various professions that suffer from Imposter Syndrome may:
  - Take over
  - Remain quiet
  - Disengage or refuse to participate

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Slide 14

# **Individuals at Risk for Imposter Syndrome**

- Nurse Executives and Nurse Leaders
- Students in competitive graduate and doctorate programs
- Young professionals and business owners
- Persons for whom success came quickly
- Various demographic factors: gender, race, age, class, & culture

Slide 15

# Symptoms of the Imposter **Syndrome**

- Self-doubt
- Sense of incompetence
- · Generalized anxiety
- Fear
- Immobility
- Persistent stress




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# Strategies to Overcome the **Imposter Syndrome**

The remaining day involved lively discussions about the following strategies:

- •Practice in low stake environments
- Practice "shipping"
- •Focus on problem solving
- •Learn to take praise
- •Keep a list of accomplishments
- •Delve deeper

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#### Slide 17

# **Discussion Board**

- Web-based course with readings and active participation in online discussions
- Acknowledge strategic plan efforts as essential to serving in role as leader & entrepreneur in healthcare
- Discussion on how to overcome intrapersonal barriers
- Feelings of inadequacy identified with Imposter Syndrome: small doses versus dysfunction
- How Imposter Syndrome may have prevented individual from reaching fullest potential
- Self-talk strategies developed as a result of readings
- How personal awareness weaves into strategic plan
- Respond to classmates

# Slide 18

# Student Outcomes and OLD DOMINI

- **Key Themes**
- "Emotionally liberating...most therapeutic exercise ever"
- The key is "awareness and support"
- "I see now how my perfectionism was holding me back"
- "This was the hardest discussion I have ever had to do, yet the most helpful"
- "I finally have a name for how I have felt my entire life"
- "Having this new found knowledge will allow me to move forward with my strategic plan with more confidence, and I will be equipped with the right resources to help me along the way."
- Empowerment


#### **The Imposter Syndrome**

- A critical concept for many students to review
- Consider an experiential workshop with didactic presentation and follow-up discussion board
- Important to examine Imposter Syndrome, but essential to develop strategies to address phenomenon
- Ongoing mentorship for personal strategic plan



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