BEYOND ‘FAKE IT ‘TIL YOU MAKE IT:’
IMPOSTOR PHENOMENON IN ARCHIVISTS
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<td>What others are doing to address IP in the workplace.</td>
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Evolving Research

Early IP Research
- Pauline R. Clance and Suzanne Imes, 1978
- Matina Souretis Horner, dissertation 1968

IP in Libraries
- “Perceived Inadequacy,” Melanie Clark, Kimberly Vardeman, and Shelley Barba - 2014
- “We Here,” Jennifer Brown, Jennifer A. Ferretti, Sofia Leung, and Marisa Méndez-Brady, 2018

IP During COVID
- Students with limited access to technology
- Zoom difficulties
- Care of family members
02 Survey Methodology and Results
Study Methodology

Pauline Rose Clance Survey
- 20 items
- Scores ranged from 20-100

Imposter Phenomenon (IP) Levels in Participants
- Few Imposter Characteristics (<40) → 29
- Moderate Imposter Experiences (41-60) → 84
- Frequently has Imposter Feelings (61-80) → 149
- Intense Imposter Phenomenon (>80) → 63

Present Study
- 327 participants
- Average score: 65.60
- Lowest score: 25
- Highest score: 99
Imposter Phenomenon Across Demographics

Gender
- No significant differences
- 65% of scored in frequent and intense

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<th>Moderate</th>
<th>Frequent</th>
<th>Intense</th>
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<td>22</td>
<td>70</td>
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<td>1</td>
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Caregiver Status
- No significant differences
- 65% of scored in frequent and intense

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<th>Frequent</th>
<th>Intense</th>
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<tr>
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03 WHAT IS YOUR IP?
Developed by Pauline Rose Clance in 1985, the test comprises 20 statements to be responded to based on initial/gut reaction and scored on a scale of 1 (not at all true) - 5 (very true)

Sample audience polling from Clance survey

Question 5.
I sometimes think I obtained my present position or gained my present success because I happened to be in the right place at the right time or knew the right people.

1 (not at all true)
2 (rarely)
3 (sometimes)
4 (often)
5 (very true)
04 ADDRESSING IP IN YOUR WORK
Where are the solutions?

**SAA/ALA**
SAA has no formal educational offerings; ALA has had one or two in the past

**Your Employer**
YMMV – may find resources for graduate/professional students, leadership.

**The Literature**
Nothing solutions-based in GLAMs yet. Possible translatable solutions in other fields.
What solutions or support would you like to see, either from your home institution or from your professional organization(s)?

Audience Poll:
What do you want to see?
NOTES


THANKS!

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