



# Impostor Phenomenon and Microaggressions: Education and Self-Assessment in Healthcare Professionals in the Field of Gastroenterology

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## Background:

- Impostor Phenomenon (IP) is the belief that one's personal success is due to luck rather than competence and that someday they will be exposed as a fraud
- Microaggressions (MA) are comments or actions that subtly and often unconsciously/unintentionally expresses a prejudiced attitude toward an individual, usually a member of a marginalized group
- Exposure to IP and MA can diminish personal and professional success

## Methods:

- A lecture was delivered at a womens' leadership conference on IP and MA
- Participants completed an anonymous survey with two self-reflection questions about MA and IP and the Clance IP Scale\*
- We describe attendees' assessment of their understanding of and exposure to IP and MA

## Two Self-Reflection Questions

88% of respondents report feelings of IP

93% of respondents report being the target of a MA

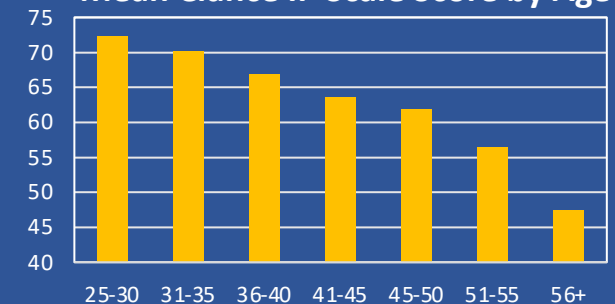
Demographics	
Age (N = 86)	N (%)
25-30	15 (17.4%)
31-35	24 (27.9%)
36-40	19 (22.1%)
41-45	12 (14.0%)
45-50	10 (11.6%)
51-55	4 (4.7%)
56 and older	2 (2.3%)
Gender (N = 86)	
Female	84 (97.7%)
Male	2 (2.3%)
Ethnicity (N = 86)	
Black or African American	2 (2.3%)
Asian	33 (38.4%)
White	41 (47.7%)
Hispanic or Latino	5 (5.8%)
Prefer not to answer	5 (5.8%)
Current employment status (N = 80)	
Medical student	1 (1.3%)
Medical resident	11 (13.8%)
GI fellow	17 (21.3%)
Practicing gastroenterologist	40 (50.0%)
Advanced practice provider	5 (6.3%)
Other	6 (7.5%)
Practicing gastroenterologist years in practice (N = 39)	
1-5	17 (43.6%)
6-10	9 (23.1%)
11-15	7 (17.9%)
16-20	3 (7.7%)
21 and more	3 (7.7%)

Clance IP Scale	Number of respondents
Score ≤ 40: few IP feelings/experiences	1 (1.2%)
Score 41 – 60: moderate IP feelings/experiences	26 (30.2%)
Score 61 – 80: frequent IP feelings/experiences	45 (52.3%)
Score > 80: often intense IP feelings/experiences	14 (16.3%)

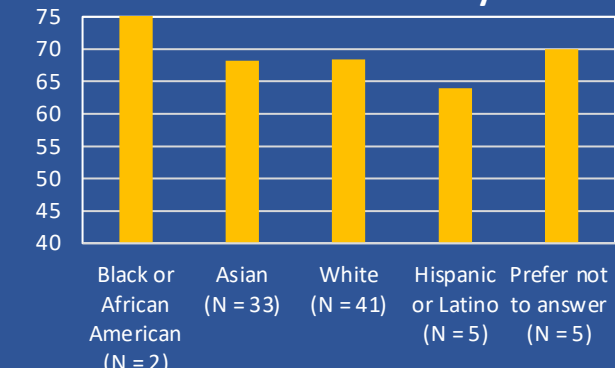
Mean Clance IP Scale Score 66.8 (range 39 - 91)

Mean Clance IP Scale Score by Employment Status (N = 80)	
Medical student (N = 1)	71
Medical resident (N = 11)	73.6
GI fellow (N = 17)	73.7
Advanced practice provider (N = 5)	54.6
Other (N = 6)	61.5
Practicing gastroenterologist (N = 40)	64.9
1-5 years in practice (N = 17)	68.3
6-10 years in practice (N = 9)	60.3
11-15 years in practice (N = 7)	68.9
16-20 years in practice (N = 3)	56
21+ years in practice (N = 3)	61.3

### Mean Clance IP Scale Score by Age



### Mean Clance IP Scale Score by Ethnicity



## Take home message:

- Future educational programming should aim to raise awareness of IP/MA
- Solutions for IP/MA should be tailored towards:
  - Early identification and intervention in trainees and young professionals
  - Creating inclusive work environments that address systemic bias

\*Clance Impostor Phenomenon Scale (CIPS). From The Impostor Phenomenon: When Success Makes You Feel Like A Fake (pp. 20-22), by P.R. Clance, 1985, Toronto: Bantam Books. Copyright 1985 by Pauline Rose Clance, Ph.D., ABPP. Use by permission of Dr. Pauline Rose Clance. Do not reproduce/copy/distribute without permission from Pauline Rose Clance, drpaulinerose@comcast.net, www.paulineroseclance.com.