



Supported by PSI Foundation

Exploring the 'Black Box' surrounding female surgeons' experiences with Impostor Phenomenon

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Objectives:

Among female surgeons in Canada, explore Impostor Phenomenon including...

- Extent
- Onset
- Trajectory over career
- Impact on practice

Methods:



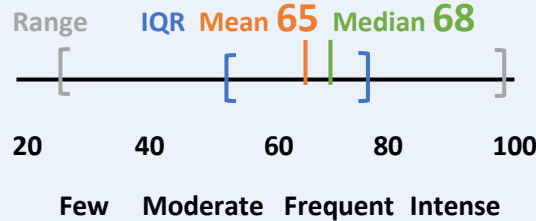
- Female-identified people
- Completed a surgical residency
- Currently or most recently practiced in Canada
- Complete data set (full CIPS and at least one of age or specialty)

Online survey:

- Clance Impostor Phenomenon Scale (CIPS)
- Likert-scale questions

Results:

387 participants



IP Experiences

Impostor Phenomenon (IP): a sense of "intellectual phoniness" that persists despite objective evidence of achievement and intelligence (Clance)

46.3% experience self-doubt in research

31.5% experience self-doubt in OR

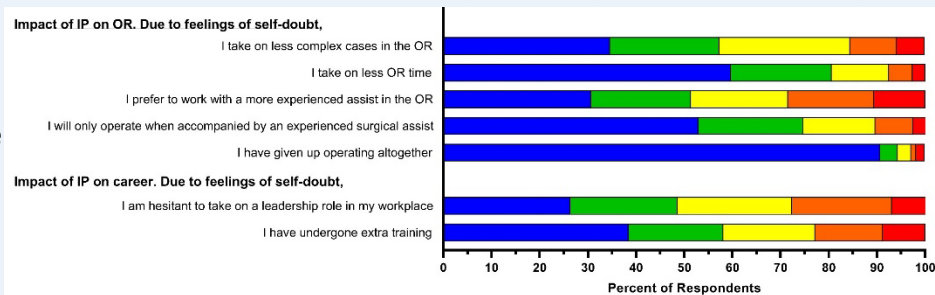


Figure. IP experiences by degree of IP

- 98.7% have experienced self-doubt
- Onset before medical school for 44.3%
 - During medical school 21.8%
 - During residency 18.4%
- More intense experiences associated with:
 - Early in career (<5 years in practice)
 - Worsening feelings of self-doubt
 - Persistent IP
 - More self-doubt in each environment

Conclusions:

- ★ IP is a common experience among female surgeons
- ★ IP is influential in the professional lives of female surgeons

References:

Clance, P. R. (1986). *The impostor phenomenon: When success makes you feel like a fake*. Bantam Books.

Mak, K. K., Kleitman, S., & Abbott, M. J. (2019). Impostor Phenomenon Measurement Scales: A Systematic Review. *Frontiers in psychology, 10*.