

Unmasking Imposters by Debugging Doubts

Empowering Super Engineers At Scale





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v 1.0



Imposter Syndrome...what is it?

Imposter syndrome is doubting one's accomplishments and fearing exposure as a fraud. Symptoms include **feeling inadequate**, **attributing success to luck**, and **fearing failure**.

In the tech industry, it affects individuals, leading to decreased productivity, **burnout**, and **lower job satisfaction**.

Who's the Imposter... 🤔



Shifting The Focus

Today, we'll shift our focus to **TEAMS** creating an **inclusive** and **supportive environment**, rather than just individuals overcoming imposter syndrome.



Red/Blue Exercise





Red Team

Bobby D. - Staff SRE

Asia T. - Sr. SWE

Franck - Sr. Staff SWE

Blue Team

Sarah - Sr. Staff SRE

Taylor - Staff SWE

Kelly - Sr. SRE

John - SWE II

Smith - SWE I

Ashley G. - SRE (intern)

Mark - SWE (intern)





Debug Strategy I

Embrace Individual Strengths

Recognizing and valuing **diverse skillsets** is key to unmasking imposters. Thus, we shape an environment where everyone feels **acknowledged, supported, and primed for growth.**





Debug Strategy II

Foster Team Collaboration

Prioritize **open communication** and **trust** to remove imposter masks. Encourage questions, ideas, and a **safe learning environment** for all.





Debug Strategy III

Build Bridges through Empathy & Inclusivity

Celebrate unique experiences. Foster an inclusive culture of empathy, respect, and **appreciation** for every team member's **unique contribution**.



Leadership's Role

Leaders play a crucial role in fostering an inclusive and supportive environment. They must support and **model inclusive behaviors** and **encourage a collective mindset** focused on TEAM success



Key Takeaways



Shift the focus from individuals overcoming imposter syndrome to a collective team mindset



Embrace individual strengths, foster collaboration, and build bridges through empathy and inclusivity



Recognize the important role of leadership in promoting an inclusive and supportive environment.

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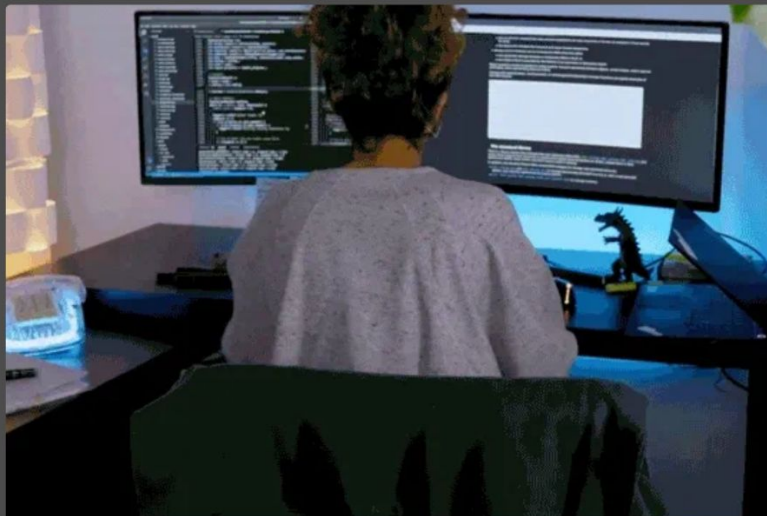
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