

## The FORWARD Lecture Series Evaluation

Dr. Valerie Young

*How to Feel as Bright as Everyone Thinks You Are: Why Smart Women (and Men) Suffer from the Impostor Syndrome and What to do About It*

January 27, 2011

### Attendance

140 individuals attended and 112 completed evaluations.

- Six individuals reported being staff members, 93 individuals reported being faculty, four individuals reported they were administrators, five reported they were “other,” and four did not report their role at NDSU.
- 104 Individuals found out about the lecture from an email, six heard about the lecture from It’s Happening, three reported they were told by a colleague, one reported hearing about it from the FORWARD Website, and one checked “other.”

### Quantitative Results from the Evaluation Form

**I will be able to use the information that I learned today in my work at NDSU.**

|                         | Frequency | Percent | Cumulative Percent |
|-------------------------|-----------|---------|--------------------|
| Valid Strongly Disagree | 2         | 1.8     | 2.8                |
| Disagree                | 2         | 1.8     | 4.6                |
| 2.50                    | 1         | .9      | 5.5                |
| Agree                   | 48        | 42.9    | 49.5               |
| Strongly Agree          | 55        | 49.1    | 100.0              |
| Missing Data            | 3         | 2.7     |                    |
| Total                   | 112       | 100.0   |                    |

**I feel I have acquired new skills, information or understanding about overcoming self-doubt.**

|                         | Frequency | Percent | Cumulative Percent |
|-------------------------|-----------|---------|--------------------|
| Valid Strongly Disagree | 4         | 3.6     | 4.6                |
| Disagree                | 2         | 1.8     | 6.4                |
| Agree                   | 46        | 41.1    | 48.6               |
| Strongly Agree          | 56        | 50.0    | 100.0              |
| Missing Data            | 3         | 2.7     |                    |
| Total                   | 112       | 100.0   |                    |

**I will be able to implement new strategies for dealing with constructive criticism as a result of my attendance at this lecture.**

|                         | Frequency | Percent | Cumulative Percent |
|-------------------------|-----------|---------|--------------------|
| Valid Strongly Disagree | 2         | 1.8     | 2.8                |
| Disagree                | 5         | 4.5     | 7.5                |
| Agree                   | 61        | 54.5    | 64.5               |
| Strongly Agree          | 38        | 33.9    | 100.0              |
| Missing Data            | 5         | 4.5     |                    |
| Total                   | 112       | 100.0   |                    |

**Participating in this lecture has had a positive impact on my perception of the climate here at NDSU**

|       |                   | Frequency | Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|--------------------|
| Valid | Strongly Disagree | 3         | 2.7     | 4.0                |
|       | Disagree          | 10        | 8.9     | 14.0               |
|       | Agree             | 44        | 39.3    | 58.0               |
|       | Strongly Agree    | 42        | 37.5    | 100.0              |
|       | Missing Data      | 12        | 10.7    |                    |
|       | Total             | 112       | 100.0   |                    |

**I would recommend this lecture to others**

|       |                   | Frequency | Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|--------------------|
| Valid | Strongly Disagree | 3         | 2.7     | 3.7                |
|       | Agree             | 36        | 32.1    | 36.7               |
|       | Strongly Agree    | 69        | 61.6    | 100.0              |
|       | Missing Data      | 3         | 2.7     |                    |
|       | Total             | 112       | 100.0   |                    |

**How would you rate the overall quality of this lecture?**

|       |               | Frequency | Percent | Cumulative Percent |
|-------|---------------|-----------|---------|--------------------|
| Valid | Poor          | 1         | .9      | 1.9                |
|       | 2.50          | 1         | .9      | 2.8                |
|       | Average       | 7         | 6.3     | 9.4                |
|       | 3.50          | 1         | .9      | 10.4               |
|       | Above Average | 45        | 40.2    | 52.8               |
|       | Excellent     | 50        | 44.6    | 100.0              |
|       | Missing Data  | 6         | 5.4     |                    |
|       | Total         | 112       | 100.0   |                    |

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this lecture? Please list any areas that you would like to receive additional information about or that need further clarification.
  - Going to the workshop— none now!
  - Would like access to studies and powerpoint.
  - I would like more specifics on overcoming. Clarifying what impostor syndrome was clear, but the suggestions for overcoming it were vague.
  - If never feeling good enough is a driving force behind being successful should we still fight it? Some of it may be useful.
  - Can we have access to the powerpoint (especially the quote)?
  - How to get past the personalizations of negative comments.
  - Skills are required, group dynamic exercises.
  - More follow up on how to help individuals reframe their impostor syndrome, starts more generally. Unreasonable personal expectations.
  - Information about website.
  - None—anxious to look at her website.
  - Would like to have [illegible].
  - One of the last book mentioned reading list.
  - More of self-doubt and possible solutions how to work out this issue.
  - It would be very helpful to have her slides.
  - Solution to the listed questions.
2. What do you think were the most helpful or valuable aspects of the lecture you attended today?

- The strategies for each type of impostor syndrome.
  - A language and terms to be self-reflective.
  - Making NDSU aware of the issue.
  - Anecdotes.
  - Examples of imposters; address student concerns.
  - Reframe/rename fear as excitement; advice for advising graduate students.
  - Realize the problem with perfectionism.
  - Nothing.
  - So actually knowing there's a term for it and that it is pretty common.
  - Examples used in the presentation.
  - Relating to others and giving concrete ways to talk about it
  - Humor, putting things in perspective.
  - Understanding that others share the impostor syndrome. Understanding what causes the syndrome.
  - Gain confidence!
  - That others feel that way also.
  - Dr. Young's enthusiasm and apparent expertise on impostor syndrome.
  - Relating the topic to helping grad students. Labeling the different personality types.
  - Real life scenarios.
  - Personal examples, sympathetic speaker.
  - Normalization of feeling like an imposter.
  - The examples and meeting colleagues.
  - Where is it coming from? Symptoms.
  - Applications for us/faculty, graduate students, and our undergraduates.
  - Lots of examples.
  - Realize that most people feel like me.
  - The last slide—fools have certainty wise doubt.
  - The topic itself! I had no idea about this syndrome!
  - Recognizing the impostor syndrome in myself.
  - Interesting and applicable.
  - Putting self perception in new frame/perspective.
  - Know the overall commonality of these feelings reaches a wide group of people.
  - I liked how the speaker kept us engaged. Did not talk over the crowd.
  - Providing tips for mentoring grad students of faculty.
  - Speaker helped normalize the imposter syndrome.
  - Mindset list and refocus to failure teaching us.
  - Known the "impostor syndrome."
  - We are not alone with those problems.
3. How could the FORWARD lecture series be improved to be more beneficial to you? What recommendations do you have for future lectures?
- Great as is.
  - More like this, less an advancement.
  - I don't know. Keep trying.
  - The sound was a little difficult to hear from the back—have a technician available.
  - It's excellent.
  - Good.
  - More about really overcoming the symptoms.
  - Not on Thursday—try Tues.
  - Smaller group can have some exercise.
  - More speakers like this one ☺
  - Keep them coming... great topic. Keep the open large forum. Great fit in the lectures.
  - It is very helpful to have the lecture slides!
  - So far so good.
4. Please provide any additional comments you have about today's lecture and/or the FORWARD program in general below or on the back of this page

- This was good. The grad school session was really excellent more inter-active, smaller crowd.
- Dynamic speaker!
- This was absolutely the most helpful and best lecture I've been part of.
- Nice format, timing is good.
- The email made me feel that staff was not welcome to attend. At the last minute, someone learned of my desire to attend and encouraged me to come.
- Thank you very much.
- Thank you for scheduling this presentations.
- First lecture in years worth attending. Good job!
- Excellent.
- Very good speaker.
- Loved the humor involved in speech!
- Very enjoyable with great information. Thank you for inviting her!
- Great lecture... the BEST I have been to at NDSU.
- Slides and information!