

WEBVTT

NOTE duration: "00:48:13.440"

NOTE Confidence: 0.97227776

00:00:00.160 --> 00:00:01.439 Everyone, and thank you so

NOTE Confidence: 0.97227776

00:00:01.439 --> 00:00:03.679 much for coming. Happy Halloween

NOTE Confidence: 0.97227776

00:00:03.679 --> 00:00:04.740 to those who celebrate.

NOTE Confidence: 0.9718317

00:00:05.600 --> 00:00:06.559 We wanted to let you

NOTE Confidence: 0.9718317

00:00:06.559 --> 00:00:08.559 know that, we'll be recording

NOTE Confidence: 0.9718317

00:00:08.559 --> 00:00:09.840 this session for our colleagues

NOTE Confidence: 0.9718317

00:00:09.840 --> 00:00:11.380 who cannot be here live.

NOTE Confidence: 0.94559216

00:00:12.080 --> 00:00:13.280 My name is Jeanette Tetrault,

NOTE Confidence: 0.94559216

00:00:13.280 --> 00:00:14.400 and I currently serve as

NOTE Confidence: 0.94559216

00:00:14.400 --> 00:00:15.945 the vice chief for education

NOTE Confidence: 0.94559216

00:00:16.005 --> 00:00:17.525 for the section of general

NOTE Confidence: 0.94559216

00:00:17.525 --> 00:00:18.505 internal medicine.

NOTE Confidence: 0.9384445

00:00:19.125 --> 00:00:20.565 And our section's delighted to

NOTE Confidence: 0.9384445

00:00:20.565 --> 00:00:21.545 come back together,

NOTE Confidence: 0.92976826

00:00:22.565 --> 00:00:24.005 with the Center for Medical
NOTE Confidence: 0.92976826

00:00:24.005 --> 00:00:25.525 Education for one of our
NOTE Confidence: 0.92976826

00:00:25.525 --> 00:00:27.145 co hosted GIM
NOTE Confidence: 0.8248374

00:00:27.820 --> 00:00:29.200 Center for Medical Education,
NOTE Confidence: 0.9743961

00:00:29.980 --> 00:00:32.140 medical education discussion groups for
NOTE Confidence: 0.9743961

00:00:32.140 --> 00:00:33.440 the academic year.
NOTE Confidence: 0.96987593

00:00:33.820 --> 00:00:35.659 And we're absolutely thrilled to
NOTE Confidence: 0.96987593

00:00:35.659 --> 00:00:37.900 welcome GIM's own Doctor. Abba
NOTE Confidence: 0.96987593

00:00:37.900 --> 00:00:38.400 Black,
NOTE Confidence: 0.9674686

00:00:38.940 --> 00:00:40.305 who wears many hats, but
NOTE Confidence: 0.9674686

00:00:40.305 --> 00:00:41.585 she serves as the associate
NOTE Confidence: 0.9674686

00:00:41.585 --> 00:00:43.104 program director for diversity and
NOTE Confidence: 0.9674686

00:00:43.104 --> 00:00:43.604 inclusion
NOTE Confidence: 0.96941435

00:00:44.305 --> 00:00:45.985 for the residency program and
NOTE Confidence: 0.96941435

00:00:45.985 --> 00:00:47.265 a vice chief in our
NOTE Confidence: 0.96941435

00:00:47.265 --> 00:00:48.784 section for diversity, equity, and

NOTE Confidence: 0.96941435
00:00:48.784 --> 00:00:50.405 inclusion. And Janet will formally
NOTE Confidence: 0.96941435
00:00:50.464 --> 00:00:52.085 introduce her in a moment.
NOTE Confidence: 0.9941777
00:00:52.979 --> 00:00:54.260 But please do check out
NOTE Confidence: 0.9941777
00:00:54.260 --> 00:00:55.800 the Center for Medical Education
NOTE Confidence: 0.9941777
00:00:55.859 --> 00:00:57.300 website for a full calendar
NOTE Confidence: 0.9941777
00:00:57.300 --> 00:00:58.359 of upcoming events.
NOTE Confidence: 0.9424256
00:00:59.219 --> 00:01:01.480 Our next GIM co hosted
NOTE Confidence: 0.9424256
00:01:01.539 --> 00:01:03.219 session will take place on
NOTE Confidence: 0.9424256
00:01:03.219 --> 00:01:04.440 March twenty seventh,
NOTE Confidence: 0.9703518
00:01:05.075 --> 00:01:06.515 where we'll be welcoming doctor
NOTE Confidence: 0.9703518
00:01:06.515 --> 00:01:08.834 Elizabeth Gausburg from Harvard Medical
NOTE Confidence: 0.9703518
00:01:08.834 --> 00:01:10.215 School to speak with us.
NOTE Confidence: 0.9652574
00:01:10.675 --> 00:01:12.354 It's truly another can't miss
NOTE Confidence: 0.9652574
00:01:12.354 --> 00:01:14.194 event, but, without further ado,
NOTE Confidence: 0.9652574
00:01:14.194 --> 00:01:15.395 I'm gonna turn the virtual
NOTE Confidence: 0.9652574

00:01:15.395 --> 00:01:16.775 podium over to
NOTE Confidence: 0.9786075
00:01:17.235 --> 00:01:18.455 Janet to introduce,
NOTE Confidence: 0.9163739
00:01:18.915 --> 00:01:19.415 Abba.
NOTE Confidence: 0.9515626
00:01:20.890 --> 00:01:22.490 Terrific. Thanks a lot, Janet,
NOTE Confidence: 0.9515626
00:01:22.490 --> 00:01:24.189 and I feel honored to
NOTE Confidence: 0.9515626
00:01:24.409 --> 00:01:26.090 be introducing. We Thank you.
NOTE Confidence: 0.9515626
00:01:26.409 --> 00:01:27.530 All of you. Oops. Someone
NOTE Confidence: 0.9515626
00:01:27.530 --> 00:01:28.750 has to be muted there.
NOTE Confidence: 0.9875996
00:01:29.290 --> 00:01:31.209 To introduce you all to
NOTE Confidence: 0.9875996
00:01:31.209 --> 00:01:33.289 Abba. And yes. So she
NOTE Confidence: 0.9875996
00:01:33.289 --> 00:01:34.409 went to medical school at
NOTE Confidence: 0.9875996
00:01:34.409 --> 00:01:35.470 University of Rochester,
NOTE Confidence: 0.97144455
00:01:35.805 --> 00:01:36.685 and then she was in
NOTE Confidence: 0.97144455
00:01:36.685 --> 00:01:38.205 our first cohort of our
NOTE Confidence: 0.97144455
00:01:38.205 --> 00:01:40.605 master's program, our MHS in
NOTE Confidence: 0.97144455
00:01:40.605 --> 00:01:41.505 medical education.

NOTE Confidence: 0.99465394

00:01:42.205 --> 00:01:44.125 And her scholarly work and

NOTE Confidence: 0.99465394

00:01:44.125 --> 00:01:46.205 scholarship is outstanding, I have

NOTE Confidence: 0.99465394

00:01:46.205 --> 00:01:48.045 to say, especially around the

NOTE Confidence: 0.99465394

00:01:48.045 --> 00:01:49.025 issues of diversity.

NOTE Confidence: 0.9141639

00:01:49.590 --> 00:01:51.030 She's an assistant professor in

NOTE Confidence: 0.9141639

00:01:51.030 --> 00:01:52.810 the Department of Internal Medicine.

NOTE Confidence: 0.95693153

00:01:53.189 --> 00:01:55.270 And as Jeanette highlighted, she

NOTE Confidence: 0.95693153

00:01:55.270 --> 00:01:57.670 is the associate program director

NOTE Confidence: 0.95693153

00:01:57.670 --> 00:01:59.290 for diversity, equity, inclusion

NOTE Confidence: 0.97985834

00:01:59.670 --> 00:02:01.190 in the residency, the primary

NOTE Confidence: 0.97985834

00:02:01.190 --> 00:02:01.930 care residency.

NOTE Confidence: 0.95734996

00:02:02.615 --> 00:02:04.215 She's also the vice chief

NOTE Confidence: 0.95734996

00:02:04.215 --> 00:02:06.155 for diversity, equity, and inclusion

NOTE Confidence: 0.9926936

00:02:06.615 --> 00:02:09.355 in your general internal medicine

NOTE Confidence: 0.9926936

00:02:09.655 --> 00:02:10.155 division.

NOTE Confidence: 0.98061305

00:02:11.175 --> 00:02:12.775 Again, she's the director of
NOTE Confidence: 0.98061305

00:02:12.775 --> 00:02:14.455 the DEI and vice chief
NOTE Confidence: 0.98061305

00:02:14.455 --> 00:02:15.815 of the department in internal
NOTE Confidence: 0.98061305

00:02:15.815 --> 00:02:17.450 medicine. So, Ava, you do
NOTE Confidence: 0.98061305

00:02:17.450 --> 00:02:18.570 wear many hats, and I
NOTE Confidence: 0.98061305

00:02:18.570 --> 00:02:20.510 feel so proud that you're
NOTE Confidence: 0.9400384

00:02:21.130 --> 00:02:22.410 not only wearing these hats,
NOTE Confidence: 0.9400384

00:02:22.410 --> 00:02:23.870 but doing tremendous scholarship
NOTE Confidence: 0.98814964

00:02:24.330 --> 00:02:25.850 and research in these areas
NOTE Confidence: 0.98814964

00:02:25.850 --> 00:02:28.270 and really disseminating your work.
NOTE Confidence: 0.99990237

00:02:29.665 --> 00:02:31.445 She has been very involved
NOTE Confidence: 0.9314716

00:02:31.745 --> 00:02:33.105 in our Center for Medical
NOTE Confidence: 0.9314716

00:02:33.105 --> 00:02:35.264 Education, has done many talks
NOTE Confidence: 0.9314716

00:02:35.264 --> 00:02:35.764 here,
NOTE Confidence: 0.9553556

00:02:36.385 --> 00:02:38.005 regionally and nationally,
NOTE Confidence: 0.9996933

00:02:38.625 --> 00:02:39.845 around bias

NOTE Confidence: 0.9739877

00:02:40.305 --> 00:02:41.845 and, of course, the hidden

NOTE Confidence: 0.950065

00:02:42.300 --> 00:02:44.480 costs implicit in bias training.

NOTE Confidence: 0.950065

00:02:44.700 --> 00:02:46.720 So she's really well recognized

NOTE Confidence: 0.9969528

00:02:47.500 --> 00:02:48.000 with

NOTE Confidence: 0.92120713

00:02:49.020 --> 00:02:51.040 a very strong emerging national

NOTE Confidence: 0.99896836

00:02:51.340 --> 00:02:51.840 reputation.

NOTE Confidence: 0.91729605

00:02:52.300 --> 00:02:53.580 She worked a number of

NOTE Confidence: 0.91729605

00:02:53.580 --> 00:02:54.764 her articles with,

NOTE Confidence: 0.8491917

00:02:55.325 --> 00:02:57.165 Dowan Boatwright, who's now at

NOTE Confidence: 0.8491917

00:02:57.165 --> 00:02:57.665 NYU,

NOTE Confidence: 0.9763597

00:02:58.365 --> 00:02:59.565 when you look back, of

NOTE Confidence: 0.9763597

00:02:59.565 --> 00:03:01.825 understanding sort of workplace experiences

NOTE Confidence: 0.9763597

00:03:01.965 --> 00:03:04.525 of minority residents. So when

NOTE Confidence: 0.9763597

00:03:04.525 --> 00:03:05.965 we see your work, Abba,

NOTE Confidence: 0.9763597

00:03:05.965 --> 00:03:07.025 and where you're

NOTE Confidence: 0.99229103

00:03:07.410 --> 00:03:08.930 bringing all your skill to
NOTE Confidence: 0.99229103

00:03:08.930 --> 00:03:10.870 us today, I really appreciate
NOTE Confidence: 0.99229103

00:03:11.090 --> 00:03:13.169 you talking with us about
NOTE Confidence: 0.99229103

00:03:13.169 --> 00:03:14.389 this important topic.
NOTE Confidence: 0.99878335

00:03:14.690 --> 00:03:15.730 And the one that
NOTE Confidence: 0.88580483

00:03:16.209 --> 00:03:17.970 and, please, everybody, text your
NOTE Confidence: 0.9722973

00:03:18.690 --> 00:03:20.264 so you receive your CME
NOTE Confidence: 0.9722973

00:03:20.505 --> 00:03:22.105 credits to four five nine
NOTE Confidence: 0.9722973

00:03:22.105 --> 00:03:23.485 three nine to that number.
NOTE Confidence: 0.9905772

00:03:23.865 --> 00:03:24.745 And we have that slide
NOTE Confidence: 0.9905772

00:03:24.745 --> 00:03:25.705 up. You can take a
NOTE Confidence: 0.9905772

00:03:25.705 --> 00:03:27.145 picture, and we'll put it
NOTE Confidence: 0.9905772

00:03:27.145 --> 00:03:27.645 up
NOTE Confidence: 0.99704576

00:03:28.264 --> 00:03:29.405 throughout the session.
NOTE Confidence: 0.99171394

00:03:30.425 --> 00:03:32.105 What I've also been very
NOTE Confidence: 0.99171394

00:03:32.105 --> 00:03:33.885 excited to share with you

NOTE Confidence: 0.99171394

00:03:34.010 --> 00:03:36.189 that the clinician educator milestones

NOTE Confidence: 0.996928

00:03:36.969 --> 00:03:38.189 at the

NOTE Confidence: 0.9197582

00:03:39.049 --> 00:03:39.549 Accreditation

NOTE Confidence: 0.9826112

00:03:39.849 --> 00:03:41.870 Council for Graduate Medical Education,

NOTE Confidence: 0.9689169

00:03:42.329 --> 00:03:42.829 ACGME,

NOTE Confidence: 0.9910788

00:03:43.930 --> 00:03:46.345 has universal pillars. And what

NOTE Confidence: 0.9910788

00:03:46.345 --> 00:03:47.785 we've done is we've aligned

NOTE Confidence: 0.9910788

00:03:47.785 --> 00:03:49.305 all our talks with the

NOTE Confidence: 0.9910788

00:03:49.305 --> 00:03:50.745 pillars, and this one falls

NOTE Confidence: 0.9910788

00:03:50.745 --> 00:03:52.345 under well-being. And what you

NOTE Confidence: 0.9910788

00:03:52.345 --> 00:03:53.305 can really do when you

NOTE Confidence: 0.9910788

00:03:53.305 --> 00:03:55.145 think of the milestones, it

NOTE Confidence: 0.9910788

00:03:55.145 --> 00:03:56.685 really helps you focus

NOTE Confidence: 0.99597853

00:03:57.065 --> 00:03:58.665 how you make selections when

NOTE Confidence: 0.99597853

00:03:58.665 --> 00:03:59.885 you choose CME

NOTE Confidence: 0.9809658

00:04:00.860 --> 00:04:02.939 sessions. Not only here, but
NOTE Confidence: 0.9809658

00:04:02.939 --> 00:04:03.819 you can be thinking of
NOTE Confidence: 0.9809658

00:04:03.819 --> 00:04:04.859 it when you also go
NOTE Confidence: 0.9809658

00:04:04.859 --> 00:04:06.780 to SGIM and and other
NOTE Confidence: 0.9809658

00:04:06.780 --> 00:04:08.459 meetings. And this one really
NOTE Confidence: 0.9809658

00:04:08.459 --> 00:04:10.540 falls under the educational theory
NOTE Confidence: 0.9809658

00:04:10.540 --> 00:04:12.319 and practice learning environment.
NOTE Confidence: 0.97960335

00:04:12.755 --> 00:04:14.135 And, of course, it is
NOTE Confidence: 0.97960335

00:04:14.355 --> 00:04:16.835 around well-being, the diversity, equity,
NOTE Confidence: 0.97960335

00:04:16.835 --> 00:04:18.275 and inclusion. And what you
NOTE Confidence: 0.97960335

00:04:18.275 --> 00:04:19.635 can really do is almost
NOTE Confidence: 0.97960335

00:04:19.635 --> 00:04:21.154 map as you make your
NOTE Confidence: 0.97960335

00:04:21.154 --> 00:04:21.654 selections.
NOTE Confidence: 0.9929097

00:04:21.955 --> 00:04:22.915 And what we're trying to
NOTE Confidence: 0.9929097

00:04:22.915 --> 00:04:24.435 do in the center is
NOTE Confidence: 0.9929097

00:04:24.435 --> 00:04:25.895 have a variety of choices

NOTE Confidence: 0.9929097
00:04:25.955 --> 00:04:26.915 that fit in with the
NOTE Confidence: 0.9929097
00:04:26.915 --> 00:04:27.415 milestones,
NOTE Confidence: 0.94653606
00:04:27.720 --> 00:04:28.839 and that's why we've mapped
NOTE Confidence: 0.94653606
00:04:28.839 --> 00:04:30.120 them. So, Ava, I am
NOTE Confidence: 0.94653606
00:04:30.120 --> 00:04:30.620 thrilled
NOTE Confidence: 0.9962938
00:04:31.160 --> 00:04:32.279 to hand this over to
NOTE Confidence: 0.9962938
00:04:32.279 --> 00:04:33.720 you, and thank you so
NOTE Confidence: 0.9962938
00:04:33.720 --> 00:04:35.100 much for what you're doing.
NOTE Confidence: 0.9559642
00:04:36.440 --> 00:04:37.720 Thank you so much, Janet,
NOTE Confidence: 0.9559642
00:04:37.720 --> 00:04:38.839 for the kind introduction, and,
NOTE Confidence: 0.9559642
00:04:38.839 --> 00:04:40.380 Jeanette, to you as well.
NOTE Confidence: 0.98456126
00:04:41.115 --> 00:04:42.074 I owe a great deal
NOTE Confidence: 0.98456126
00:04:42.074 --> 00:04:42.875 of my career to the
NOTE Confidence: 0.98456126
00:04:42.875 --> 00:04:44.235 Center for Medical Education and
NOTE Confidence: 0.98456126
00:04:44.235 --> 00:04:45.675 all the amazing mentorship that
NOTE Confidence: 0.98456126

00:04:45.675 --> 00:04:46.794 I've received. So I'm really
NOTE Confidence: 0.98456126

00:04:46.794 --> 00:04:48.474 grateful to be here, and
NOTE Confidence: 0.98456126

00:04:48.474 --> 00:04:49.435 to share a little bit
NOTE Confidence: 0.98456126

00:04:49.435 --> 00:04:50.634 about a topic of of
NOTE Confidence: 0.98456126

00:04:50.634 --> 00:04:51.914 great importance to me. And
NOTE Confidence: 0.98456126

00:04:51.914 --> 00:04:53.070 just to give you some
NOTE Confidence: 0.98456126

00:04:53.070 --> 00:04:53.570 background,
NOTE Confidence: 0.9958758

00:04:53.949 --> 00:04:54.449 the
NOTE Confidence: 0.96884423

00:04:54.910 --> 00:04:56.110 the the ideology of this
NOTE Confidence: 0.96884423

00:04:56.110 --> 00:04:57.150 talk was kind of thinking
NOTE Confidence: 0.96884423

00:04:57.150 --> 00:04:57.870 about some of the work
NOTE Confidence: 0.96884423

00:04:57.870 --> 00:04:58.669 that I've done with the
NOTE Confidence: 0.96884423

00:04:58.669 --> 00:05:00.750 residents around imposter syndrome. And
NOTE Confidence: 0.96884423

00:05:00.750 --> 00:05:01.949 for the last several years,
NOTE Confidence: 0.96884423

00:05:01.949 --> 00:05:03.389 I've led a workshop during
NOTE Confidence: 0.96884423

00:05:03.389 --> 00:05:04.510 our intern retreat for the

NOTE Confidence: 0.96884423

00:05:04.510 --> 00:05:06.265 ill primary care program where

NOTE Confidence: 0.96884423

00:05:06.265 --> 00:05:07.785 we've taken some time to

NOTE Confidence: 0.96884423

00:05:07.785 --> 00:05:09.305 define imposter syndrome and to

NOTE Confidence: 0.96884423

00:05:09.305 --> 00:05:10.665 help strategize around how to

NOTE Confidence: 0.96884423

00:05:10.665 --> 00:05:12.505 navigate it in in medical

NOTE Confidence: 0.96884423

00:05:12.505 --> 00:05:14.025 education. And it it occurred

NOTE Confidence: 0.96884423

00:05:14.025 --> 00:05:14.745 to me that it would

NOTE Confidence: 0.96884423

00:05:14.745 --> 00:05:16.125 be really helpful to

NOTE Confidence: 0.99444056

00:05:16.425 --> 00:05:18.025 have a similar conversation among

NOTE Confidence: 0.99444056

00:05:18.025 --> 00:05:18.765 our educators,

NOTE Confidence: 0.96853316

00:05:19.570 --> 00:05:21.110 because we are also instrumental

NOTE Confidence: 0.96853316

00:05:21.410 --> 00:05:22.930 in terms of creating, an

NOTE Confidence: 0.96853316

00:05:22.930 --> 00:05:24.450 atmosphere of belonging and helping

NOTE Confidence: 0.96853316

00:05:24.450 --> 00:05:25.890 our learners navigate through this.

NOTE Confidence: 0.96853316

00:05:25.890 --> 00:05:27.250 And, certainly, it's not only

NOTE Confidence: 0.96853316

00:05:27.250 --> 00:05:28.529 our learners who who face
NOTE Confidence: 0.96853316

00:05:28.529 --> 00:05:30.290 imposter syndrome, but also several
NOTE Confidence: 0.96853316

00:05:30.290 --> 00:05:31.490 of our faculty members. So
NOTE Confidence: 0.96853316

00:05:31.490 --> 00:05:32.625 I hope that this will,
NOTE Confidence: 0.9790287

00:05:33.105 --> 00:05:33.904 be the beginning of a
NOTE Confidence: 0.9790287

00:05:33.904 --> 00:05:35.585 a really important conversation and
NOTE Confidence: 0.9790287

00:05:35.585 --> 00:05:37.425 also ultimately help to equip
NOTE Confidence: 0.9790287

00:05:37.425 --> 00:05:39.105 us with skills to make
NOTE Confidence: 0.9790287

00:05:39.105 --> 00:05:40.464 sure that every one of
NOTE Confidence: 0.9790287

00:05:40.464 --> 00:05:41.745 our every member of our
NOTE Confidence: 0.9790287

00:05:41.745 --> 00:05:43.105 community experiences a sense of
NOTE Confidence: 0.9790287

00:05:43.105 --> 00:05:43.605 belonging.
NOTE Confidence: 0.99851066

00:05:44.065 --> 00:05:44.785 So as far as my
NOTE Confidence: 0.99851066

00:05:44.785 --> 00:05:46.065 learning objectives, I hope by
NOTE Confidence: 0.99851066

00:05:46.065 --> 00:05:47.010 the end of the talk,
NOTE Confidence: 0.96833944

00:05:47.490 --> 00:05:48.450 you'll be able to describe

NOTE Confidence: 0.96833944

00:05:48.450 --> 00:05:50.050 imposter syndrome and really think

NOTE Confidence: 0.96833944

00:05:50.050 --> 00:05:51.490 critically about its prevalence, its

NOTE Confidence: 0.96833944

00:05:51.490 --> 00:05:53.670 character characterizing features and impact.

NOTE Confidence: 0.9838783

00:05:54.210 --> 00:05:55.730 And as I mentioned, really

NOTE Confidence: 0.9838783

00:05:55.730 --> 00:05:57.010 coming away with some tangible

NOTE Confidence: 0.9838783

00:05:57.010 --> 00:05:58.210 strategies on how to mitigate

NOTE Confidence: 0.9838783

00:05:58.210 --> 00:05:59.650 imposter syndrome in our medical

NOTE Confidence: 0.9838783

00:05:59.650 --> 00:06:00.630 education environment,

NOTE Confidence: 0.9269725

00:06:01.125 --> 00:06:02.404 and hopefully to recognize some

NOTE Confidence: 0.9269725

00:06:02.404 --> 00:06:03.625 frameworks for supporting

NOTE Confidence: 0.9982121

00:06:03.925 --> 00:06:06.425 learners to ultimately promote professional

NOTE Confidence: 0.9982121

00:06:06.485 --> 00:06:06.985 belonging.

NOTE Confidence: 0.9729909

00:06:07.605 --> 00:06:08.725 We'll do that by starting

NOTE Confidence: 0.9729909

00:06:08.725 --> 00:06:10.165 off with some context, just

NOTE Confidence: 0.9729909

00:06:10.165 --> 00:06:10.885 to give you a bit

NOTE Confidence: 0.9729909

00:06:10.885 --> 00:06:12.165 of a didactic piece and
NOTE Confidence: 0.9729909

00:06:12.165 --> 00:06:13.765 and understanding the literature around
NOTE Confidence: 0.9729909

00:06:13.765 --> 00:06:15.420 imposter syndrome. We'll then break
NOTE Confidence: 0.9729909

00:06:15.420 --> 00:06:16.620 up into a small group
NOTE Confidence: 0.9729909

00:06:16.620 --> 00:06:17.120 activity.
NOTE Confidence: 0.9856114

00:06:17.820 --> 00:06:18.860 And then I'll really go
NOTE Confidence: 0.9856114

00:06:18.860 --> 00:06:20.220 into the section to describe
NOTE Confidence: 0.9856114

00:06:20.220 --> 00:06:21.420 some of the strategies that
NOTE Confidence: 0.9856114

00:06:21.420 --> 00:06:22.300 have been noted in the
NOTE Confidence: 0.9856114

00:06:22.300 --> 00:06:23.980 literature to both recognize and
NOTE Confidence: 0.9856114

00:06:23.980 --> 00:06:25.520 mitigate imposter phenomenon,
NOTE Confidence: 0.9481361

00:06:25.980 --> 00:06:27.260 and hopefully leave some time
NOTE Confidence: 0.9481361

00:06:27.260 --> 00:06:28.220 both for a little bit
NOTE Confidence: 0.9481361

00:06:28.220 --> 00:06:30.300 further discussion, some closing thoughts,
NOTE Confidence: 0.9481361

00:06:30.300 --> 00:06:30.915 and some questions.
NOTE Confidence: 0.9853287

00:06:32.115 --> 00:06:33.555 So to begin, I would

NOTE Confidence: 0.9853287

00:06:33.555 --> 00:06:34.515 love for you to join

NOTE Confidence: 0.9853287

00:06:34.515 --> 00:06:36.035 a brief poll. I promise

NOTE Confidence: 0.9853287

00:06:36.035 --> 00:06:37.875 it's painless, just asking you

NOTE Confidence: 0.9853287

00:06:37.875 --> 00:06:39.315 to to think about what

NOTE Confidence: 0.9853287

00:06:39.315 --> 00:06:40.515 word comes to mind when

NOTE Confidence: 0.9853287

00:06:40.515 --> 00:06:41.714 you hear the term imposter

NOTE Confidence: 0.9853287

00:06:41.714 --> 00:06:42.995 syndrome. So for those of

NOTE Confidence: 0.9853287

00:06:42.995 --> 00:06:44.160 you who are familiar with

NOTE Confidence: 0.9853287

00:06:44.160 --> 00:06:45.199 Poll Everywhere, this will be

NOTE Confidence: 0.9853287

00:06:45.199 --> 00:06:46.320 familiar to you. But if

NOTE Confidence: 0.9853287

00:06:46.320 --> 00:06:48.720 not, it's relatively straightforward. I

NOTE Confidence: 0.9853287

00:06:48.720 --> 00:06:49.520 just ask you to take

NOTE Confidence: 0.9853287

00:06:49.520 --> 00:06:50.419 out your phones.

NOTE Confidence: 0.934408

00:06:50.800 --> 00:06:52.560 You can text ABBA black

NOTE Confidence: 0.934408

00:06:52.560 --> 00:06:54.080 four zero five, ABBA black

NOTE Confidence: 0.934408

00:06:54.080 --> 00:06:54.960 four zero five to the
NOTE Confidence: 0.934408

00:06:54.960 --> 00:06:56.639 number listed there. That's three
NOTE Confidence: 0.934408

00:06:56.639 --> 00:06:58.339 seven six zero seven.
NOTE Confidence: 0.9200353

00:06:59.265 --> 00:07:00.705 Or, alternatively, you can follow
NOTE Confidence: 0.9200353

00:07:00.705 --> 00:07:01.825 the link that is listed
NOTE Confidence: 0.9200353

00:07:01.825 --> 00:07:03.605 there, pol ev dot com,
NOTE Confidence: 0.9232165

00:07:04.145 --> 00:07:05.745 slash aba black four zero
NOTE Confidence: 0.9232165

00:07:05.745 --> 00:07:06.245 five.
NOTE Confidence: 0.9925244

00:07:06.705 --> 00:07:08.145 And your task is simple.
NOTE Confidence: 0.9925244

00:07:08.145 --> 00:07:09.185 Once you've joined the poll,
NOTE Confidence: 0.9925244

00:07:09.185 --> 00:07:10.465 either by texting or going
NOTE Confidence: 0.9925244

00:07:10.465 --> 00:07:11.585 to the site, you're just
NOTE Confidence: 0.9925244

00:07:11.585 --> 00:07:13.345 gonna identify a single word
NOTE Confidence: 0.9925244

00:07:13.345 --> 00:07:14.620 that pops into your mind
NOTE Confidence: 0.9925244

00:07:14.620 --> 00:07:15.919 when you hear the term
NOTE Confidence: 0.9168679

00:07:16.300 --> 00:07:17.440 impostor syndrome.

NOTE Confidence: 0.98661476
00:07:17.900 --> 00:07:18.860 So I'm gonna stop sharing
NOTE Confidence: 0.98661476
00:07:18.860 --> 00:07:19.580 my screen, but if you
NOTE Confidence: 0.98661476
00:07:19.580 --> 00:07:20.539 didn't get a chance to
NOTE Confidence: 0.98661476
00:07:20.539 --> 00:07:21.340 to see it, don't worry.
NOTE Confidence: 0.98661476
00:07:21.340 --> 00:07:22.139 It'll come up in a
NOTE Confidence: 0.98661476
00:07:22.139 --> 00:07:22.639 second,
NOTE Confidence: 0.977113
00:07:23.099 --> 00:07:24.220 as I go to if
NOTE Confidence: 0.977113
00:07:24.220 --> 00:07:25.020 I as I switch to
NOTE Confidence: 0.977113
00:07:25.020 --> 00:07:26.485 the Poll Everywhere site. So,
NOTE Confidence: 0.977113
00:07:26.485 --> 00:07:27.685 again, a word that comes
NOTE Confidence: 0.977113
00:07:27.685 --> 00:07:28.345 to mind
NOTE Confidence: 0.97969776
00:07:28.645 --> 00:07:29.925 when you hear the word
NOTE Confidence: 0.97969776
00:07:29.925 --> 00:07:31.065 imposter syndrome.
NOTE Confidence: 0.9998043
00:07:33.525 --> 00:07:35.065 Great. We already have some
NOTE Confidence: 0.9994661
00:07:36.405 --> 00:07:36.905 responses
NOTE Confidence: 0.9996704

00:07:37.365 --> 00:07:38.265 coming through.
NOTE Confidence: 0.9843455

00:07:41.150 --> 00:07:42.110 If you can't didn't get
NOTE Confidence: 0.9843455

00:07:42.110 --> 00:07:43.150 a chance to join earlier,
NOTE Confidence: 0.9843455

00:07:43.150 --> 00:07:44.110 you're just coming in. You
NOTE Confidence: 0.9843455

00:07:44.110 --> 00:07:45.310 can see the instructions for
NOTE Confidence: 0.9843455

00:07:45.310 --> 00:07:46.290 joining the poll,
NOTE Confidence: 0.99967337

00:07:46.750 --> 00:07:47.410 up there.
NOTE Confidence: 0.98480785

00:07:52.805 --> 00:07:54.645 Yeah. So insecurity is is
NOTE Confidence: 0.98480785

00:07:54.645 --> 00:07:55.285 coming in,
NOTE Confidence: 0.99238086

00:07:56.005 --> 00:07:57.545 quite prominently there.
NOTE Confidence: 0.9971322

00:07:59.045 --> 00:08:00.105 Doubt, fraud,
NOTE Confidence: 0.99854136

00:08:00.725 --> 00:08:01.225 anxiety,
NOTE Confidence: 0.7515291

00:08:01.685 --> 00:08:02.185 inadequate.
NOTE Confidence: 0.9753091

00:08:05.720 --> 00:08:07.480 All really important terms. Fake.
NOTE Confidence: 0.9753091

00:08:07.480 --> 00:08:07.980 Yeah.
NOTE Confidence: 0.95701855

00:08:08.600 --> 00:08:09.100 Inferiority,

NOTE Confidence: 0.98987156
00:08:10.200 --> 00:08:10.700 outsider,
NOTE Confidence: 0.9658015
00:08:11.880 --> 00:08:13.020 complex, doubt,
NOTE Confidence: 0.9964831
00:08:13.400 --> 00:08:13.900 fear.
NOTE Confidence: 0.99965096
00:08:17.560 --> 00:08:18.620 Yeah. This is excellent.
NOTE Confidence: 0.97718513
00:08:21.125 --> 00:08:22.165 So as as we move
NOTE Confidence: 0.97718513
00:08:22.165 --> 00:08:23.285 along in the talk, I
NOTE Confidence: 0.97718513
00:08:23.285 --> 00:08:24.405 I just want to encourage
NOTE Confidence: 0.97718513
00:08:24.405 --> 00:08:25.445 you all to to think
NOTE Confidence: 0.97718513
00:08:25.445 --> 00:08:26.985 about this word cloud because
NOTE Confidence: 0.97718513
00:08:27.125 --> 00:08:28.725 clearly oh, exposed. I love
NOTE Confidence: 0.97718513
00:08:28.725 --> 00:08:29.625 that one. Vulnerable.
NOTE Confidence: 0.9950378
00:08:30.325 --> 00:08:32.485 Clearly, there's already some some
NOTE Confidence: 0.9950378
00:08:32.485 --> 00:08:33.605 thoughts that come to mind
NOTE Confidence: 0.9950378
00:08:33.605 --> 00:08:34.725 when we hear this term.
NOTE Confidence: 0.995259
00:08:35.220 --> 00:08:36.019 It sounds like the the
NOTE Confidence: 0.995259

00:08:36.019 --> 00:08:37.139 most prominent ones have really
NOTE Confidence: 0.995259

00:08:37.139 --> 00:08:38.679 been around feelings of insecurity,
NOTE Confidence: 0.995259

00:08:38.899 --> 00:08:39.940 anxiety, doubt,
NOTE Confidence: 0.98206687

00:08:40.339 --> 00:08:42.279 inadequacy, feeling like a fraud.
NOTE Confidence: 0.98206687

00:08:42.579 --> 00:08:43.779 And you can imagine that
NOTE Confidence: 0.98206687

00:08:43.779 --> 00:08:45.459 particularly for our learners to
NOTE Confidence: 0.98206687

00:08:45.459 --> 00:08:46.820 be in a high pressure
NOTE Confidence: 0.98206687

00:08:46.820 --> 00:08:48.605 environment where people are are
NOTE Confidence: 0.98206687

00:08:48.605 --> 00:08:49.885 looking to be successful and
NOTE Confidence: 0.98206687

00:08:49.885 --> 00:08:51.485 to thrive, to have these
NOTE Confidence: 0.98206687

00:08:51.485 --> 00:08:52.605 kinds of feelings. I'm seeing
NOTE Confidence: 0.98206687

00:08:52.605 --> 00:08:54.065 also new words like unwelcome,
NOTE Confidence: 0.98206687

00:08:54.205 --> 00:08:56.285 loneliness, failure. That's a lot
NOTE Confidence: 0.98206687

00:08:56.285 --> 00:08:56.945 to navigate,
NOTE Confidence: 0.96644545

00:08:57.404 --> 00:08:58.304 as you are,
NOTE Confidence: 0.97579867

00:08:59.165 --> 00:09:01.220 trying to promote yourself and

NOTE Confidence: 0.97579867

00:09:01.220 --> 00:09:02.339 and go through your medical

NOTE Confidence: 0.97579867

00:09:02.339 --> 00:09:03.779 education environment to have all

NOTE Confidence: 0.97579867

00:09:03.779 --> 00:09:04.660 this kind of in your

NOTE Confidence: 0.97579867

00:09:04.660 --> 00:09:06.020 mind and feeling this way,

NOTE Confidence: 0.97579867

00:09:06.020 --> 00:09:07.220 you can imagine, can really

NOTE Confidence: 0.97579867

00:09:07.220 --> 00:09:09.220 diminish your your academic performance.

NOTE Confidence: 0.97579867

00:09:09.220 --> 00:09:10.820 And so thank you for

NOTE Confidence: 0.97579867

00:09:10.820 --> 00:09:12.580 for participating in that. There's

NOTE Confidence: 0.97579867

00:09:12.580 --> 00:09:13.860 already some some really great

NOTE Confidence: 0.97579867

00:09:13.860 --> 00:09:15.399 thoughts, coming to mind.

NOTE Confidence: 0.9919192

00:09:15.925 --> 00:09:17.045 So I'm gonna stop sharing

NOTE Confidence: 0.9919192

00:09:17.045 --> 00:09:18.325 that screen and switch back

NOTE Confidence: 0.9919192

00:09:18.325 --> 00:09:19.304 to my PowerPoint.

NOTE Confidence: 0.966202

00:09:21.605 --> 00:09:23.125 And what we're gonna do

NOTE Confidence: 0.966202

00:09:23.125 --> 00:09:24.325 now is talk a little

NOTE Confidence: 0.966202

00:09:24.325 --> 00:09:25.925 bit about what's, in the
NOTE Confidence: 0.966202

00:09:25.925 --> 00:09:27.285 literature. So in terms of
NOTE Confidence: 0.966202

00:09:27.285 --> 00:09:28.645 defining the terms, it's actually
NOTE Confidence: 0.966202

00:09:28.645 --> 00:09:29.990 a very old term, imposter
NOTE Confidence: 0.966202

00:09:30.050 --> 00:09:31.670 syndrome or imposter phenomenon,
NOTE Confidence: 0.9980551

00:09:32.290 --> 00:09:33.510 that can be used interchangeably.
NOTE Confidence: 0.9716475

00:09:34.450 --> 00:09:35.890 It's really this inter internal
NOTE Confidence: 0.9716475

00:09:35.890 --> 00:09:37.970 feeling of intellectual phoniness. Right?
NOTE Confidence: 0.9716475

00:09:37.970 --> 00:09:39.330 And so Clance and colleagues
NOTE Confidence: 0.9716475

00:09:39.330 --> 00:09:40.309 were really instrumental,
NOTE Confidence: 0.9835734

00:09:41.250 --> 00:09:42.370 in defining these terms and
NOTE Confidence: 0.9835734

00:09:42.370 --> 00:09:43.990 characterizing some of the features.
NOTE Confidence: 0.9835734

00:09:44.184 --> 00:09:44.985 Can also be thought of
NOTE Confidence: 0.9835734

00:09:44.985 --> 00:09:45.865 as a collection of feelings
NOTE Confidence: 0.9835734

00:09:45.865 --> 00:09:46.985 of inadequacy. So I love
NOTE Confidence: 0.9835734

00:09:46.985 --> 00:09:48.184 that inadequacy was one of

NOTE Confidence: 0.9835734

00:09:48.184 --> 00:09:49.305 the the main words that

NOTE Confidence: 0.9835734

00:09:49.305 --> 00:09:50.105 came up in the word

NOTE Confidence: 0.9835734

00:09:50.105 --> 00:09:50.605 cloud.

NOTE Confidence: 0.9882939

00:09:50.985 --> 00:09:52.905 And really importantly, those feelings

NOTE Confidence: 0.9882939

00:09:52.905 --> 00:09:55.145 persist despite evidence of success.

NOTE Confidence: 0.9882939

00:09:55.145 --> 00:09:56.345 So these are people who

NOTE Confidence: 0.9882939

00:09:56.345 --> 00:09:57.245 are high achieving,

NOTE Confidence: 0.9953688

00:09:57.710 --> 00:09:58.990 who have a number of

NOTE Confidence: 0.9953688

00:09:58.990 --> 00:10:00.030 elements, you know, in their

NOTE Confidence: 0.9953688

00:10:00.030 --> 00:10:01.650 professional CV that would,

NOTE Confidence: 0.9474714

00:10:02.270 --> 00:10:03.309 make you think on the

NOTE Confidence: 0.9474714

00:10:03.309 --> 00:10:04.590 surface that they'd experience a

NOTE Confidence: 0.9474714

00:10:04.590 --> 00:10:05.710 sense of belonging because of

NOTE Confidence: 0.9474714

00:10:05.710 --> 00:10:06.610 all the accomplishments.

NOTE Confidence: 0.989499

00:10:06.910 --> 00:10:08.350 But despite that evidence of

NOTE Confidence: 0.989499

00:10:08.350 --> 00:10:10.634 success, nonetheless, they there's this,
NOTE Confidence: 0.9894396

00:10:11.095 --> 00:10:12.694 persistent feeling that they don't
NOTE Confidence: 0.9894396

00:10:12.694 --> 00:10:13.755 quite measure up.
NOTE Confidence: 0.94379294

00:10:14.615 --> 00:10:16.134 And so chronic self self
NOTE Confidence: 0.94379294

00:10:16.134 --> 00:10:17.495 doubt is a huge part
NOTE Confidence: 0.94379294

00:10:17.495 --> 00:10:18.694 of the way that imposter
NOTE Confidence: 0.94379294

00:10:18.694 --> 00:10:21.115 syndrome operates. Feelings of fraudulence
NOTE Confidence: 0.97432023

00:10:21.574 --> 00:10:23.334 and a really challenging time
NOTE Confidence: 0.97432023

00:10:23.334 --> 00:10:23.834 internalizing
NOTE Confidence: 0.971612

00:10:24.300 --> 00:10:25.420 success. And so kind of
NOTE Confidence: 0.971612

00:10:25.420 --> 00:10:26.860 rationalizing it must be due
NOTE Confidence: 0.971612

00:10:26.860 --> 00:10:27.899 to something else. Maybe I
NOTE Confidence: 0.971612

00:10:27.899 --> 00:10:28.800 just got lucky,
NOTE Confidence: 0.9344051

00:10:29.339 --> 00:10:30.620 you know, as opposed to
NOTE Confidence: 0.9344051

00:10:30.620 --> 00:10:32.700 actually thinking one success is
NOTE Confidence: 0.9344051

00:10:32.700 --> 00:10:33.980 due to one's own work

NOTE Confidence: 0.9344051

00:10:33.980 --> 00:10:34.640 work ethic,

NOTE Confidence: 0.99643826

00:10:35.179 --> 00:10:35.679 energy,

NOTE Confidence: 0.94913536

00:10:36.779 --> 00:10:38.380 and, you know, time investment.

NOTE Confidence: 0.94913536

00:10:38.380 --> 00:10:40.215 There are alternate explanations that

NOTE Confidence: 0.94913536

00:10:40.215 --> 00:10:42.635 internally one attributes to success.

NOTE Confidence: 0.98339534

00:10:43.095 --> 00:10:45.035 So a common internal dialogue,

NOTE Confidence: 0.98339534

00:10:45.095 --> 00:10:45.975 if we think about the

NOTE Confidence: 0.98339534

00:10:45.975 --> 00:10:47.335 way that that, you know,

NOTE Confidence: 0.98339534

00:10:47.335 --> 00:10:49.095 the the internal structures that

NOTE Confidence: 0.98339534

00:10:49.095 --> 00:10:50.795 people might be adhering to,

NOTE Confidence: 0.98339534

00:10:50.855 --> 00:10:52.020 I feel like a fake,

NOTE Confidence: 0.98339534

00:10:52.100 --> 00:10:53.220 I must not fail. It's

NOTE Confidence: 0.98339534

00:10:53.220 --> 00:10:54.100 a very sort of high

NOTE Confidence: 0.98339534

00:10:54.100 --> 00:10:56.260 pressure situation because there's already

NOTE Confidence: 0.98339534

00:10:56.260 --> 00:10:57.640 this feeling of not belonging.

NOTE Confidence: 0.98339534

00:10:57.780 --> 00:10:58.760 So any,
NOTE Confidence: 0.9647372

00:10:59.300 --> 00:11:00.840 any piece of failure immediately
NOTE Confidence: 0.9647372

00:11:00.980 --> 00:11:01.880 becomes a threat.
NOTE Confidence: 0.9821483

00:11:02.420 --> 00:11:03.300 Or, you know, I just
NOTE Confidence: 0.9821483

00:11:03.300 --> 00:11:04.260 got lucky to be here.
NOTE Confidence: 0.9821483

00:11:04.260 --> 00:11:05.220 It's random. I think I
NOTE Confidence: 0.9821483

00:11:05.220 --> 00:11:06.820 saw the term random, pop
NOTE Confidence: 0.9821483

00:11:06.820 --> 00:11:08.195 up in the word cloud.
NOTE Confidence: 0.9821483

00:11:08.195 --> 00:11:09.075 It was just a fluke.
NOTE Confidence: 0.9821483

00:11:09.075 --> 00:11:09.955 You know? Who knows what
NOTE Confidence: 0.9821483

00:11:09.955 --> 00:11:11.475 happened with the admissions committee?
NOTE Confidence: 0.9821483

00:11:11.475 --> 00:11:12.595 I I'm just here. I'm
NOTE Confidence: 0.9821483

00:11:12.595 --> 00:11:13.255 just around.
NOTE Confidence: 0.9751224

00:11:14.515 --> 00:11:16.135 In terms of prevalence, importantly,
NOTE Confidence: 0.9751224

00:11:16.195 --> 00:11:17.875 there's around seventy percent of
NOTE Confidence: 0.9751224

00:11:17.875 --> 00:11:19.155 people that are estimated to

NOTE Confidence: 0.9751224

00:11:19.155 --> 00:11:20.835 be affected by imposter syndrome

NOTE Confidence: 0.9751224

00:11:20.835 --> 00:11:21.660 at some point in their

NOTE Confidence: 0.9751224

00:11:21.660 --> 00:11:22.700 lives. That comes from a

NOTE Confidence: 0.9751224

00:11:22.700 --> 00:11:23.900 study back done back in

NOTE Confidence: 0.9751224

00:11:23.900 --> 00:11:24.640 twenty eleven.

NOTE Confidence: 0.99702895

00:11:25.100 --> 00:11:26.380 And a more recent study

NOTE Confidence: 0.99702895

00:11:26.380 --> 00:11:27.340 done just a couple of

NOTE Confidence: 0.99702895

00:11:27.340 --> 00:11:28.940 years ago found that sixty

NOTE Confidence: 0.99702895

00:11:28.940 --> 00:11:30.720 three percent of resident physicians,

NOTE Confidence: 0.97248447

00:11:31.260 --> 00:11:33.280 experienced imposter syndrome, so extraordinarily

NOTE Confidence: 0.97248447

00:11:33.420 --> 00:11:35.440 common among our medical trainees.

NOTE Confidence: 0.9533637

00:11:36.855 --> 00:11:38.695 Importantly, I think it's really,

NOTE Confidence: 0.9776814

00:11:39.575 --> 00:11:41.095 it's essential to highlight kind

NOTE Confidence: 0.9776814

00:11:41.095 --> 00:11:42.135 of the the way that

NOTE Confidence: 0.9776814

00:11:42.135 --> 00:11:43.895 the the syndrome operates in

NOTE Confidence: 0.9776814

00:11:43.895 --> 00:11:45.255 terms of it's starting out

NOTE Confidence: 0.9776814

00:11:45.255 --> 00:11:46.535 with this fear of being

NOTE Confidence: 0.9776814

00:11:46.535 --> 00:11:47.655 found out, right, because of

NOTE Confidence: 0.9776814

00:11:47.655 --> 00:11:49.095 the feelings of fraudulence, the

NOTE Confidence: 0.9776814

00:11:49.095 --> 00:11:50.235 idea of being an intellectual

NOTE Confidence: 0.9776814

00:11:50.375 --> 00:11:50.875 phony.

NOTE Confidence: 0.98430043

00:11:51.309 --> 00:11:52.990 So there's constantly this fear

NOTE Confidence: 0.98430043

00:11:52.990 --> 00:11:54.610 that's, kind of being operated

NOTE Confidence: 0.9693931

00:11:55.070 --> 00:11:56.030 on, and then you go

NOTE Confidence: 0.9693931

00:11:56.030 --> 00:11:58.030 into this perfectionist approach to

NOTE Confidence: 0.9693931

00:11:58.030 --> 00:12:00.690 work. Because, again, any mistake,

NOTE Confidence: 0.9693931

00:12:00.830 --> 00:12:01.309 any,

NOTE Confidence: 0.93260473

00:12:01.710 --> 00:12:03.230 failure really feels like a

NOTE Confidence: 0.93260473

00:12:03.230 --> 00:12:04.290 threat if one,

NOTE Confidence: 0.995013

00:12:04.665 --> 00:12:06.024 to begin with, doesn't experience

NOTE Confidence: 0.995013

00:12:06.024 --> 00:12:06.985 a sense of belonging, doesn't
NOTE Confidence: 0.995013

00:12:06.985 --> 00:12:07.865 feel like they've earned their
NOTE Confidence: 0.995013

00:12:07.865 --> 00:12:09.625 place. And so people tend
NOTE Confidence: 0.995013

00:12:09.625 --> 00:12:11.245 to develop these very perfectionistic
NOTE Confidence: 0.99638814

00:12:11.625 --> 00:12:13.084 approaches to their work.
NOTE Confidence: 0.97395295

00:12:13.705 --> 00:12:15.385 And then what ultimately happens
NOTE Confidence: 0.97395295

00:12:15.385 --> 00:12:16.745 for most folks is that
NOTE Confidence: 0.97395295

00:12:16.745 --> 00:12:17.865 because they were high achieving
NOTE Confidence: 0.97395295

00:12:17.865 --> 00:12:18.790 in the first place, they
NOTE Confidence: 0.97395295

00:12:18.790 --> 00:12:20.390 have successful outcomes, and they're
NOTE Confidence: 0.97395295

00:12:20.390 --> 00:12:21.370 doing well, and,
NOTE Confidence: 0.959795

00:12:21.830 --> 00:12:22.870 they're going here and there,
NOTE Confidence: 0.959795

00:12:22.870 --> 00:12:23.929 adding to their CV,
NOTE Confidence: 0.9678851

00:12:24.470 --> 00:12:25.770 getting positive feedback.
NOTE Confidence: 0.9984473

00:12:26.550 --> 00:12:27.290 But instead
NOTE Confidence: 0.99955946

00:12:27.670 --> 00:12:28.490 of correctly

NOTE Confidence: 0.99705374

00:12:28.870 --> 00:12:31.030 attributing the success to one's

NOTE Confidence: 0.99705374

00:12:31.030 --> 00:12:33.290 own talent, work ethic, etcetera,

NOTE Confidence: 0.77934784

00:12:34.214 --> 00:12:34.714 Ultimately,

NOTE Confidence: 0.9499954

00:12:35.334 --> 00:12:37.015 those people who are dealing

NOTE Confidence: 0.9499954

00:12:37.015 --> 00:12:38.774 with imposter syndrome ended up

NOTE Confidence: 0.9499954

00:12:38.774 --> 00:12:40.535 believing that their success was

NOTE Confidence: 0.9499954

00:12:40.535 --> 00:12:42.235 actually result of these perfectionistic

NOTE Confidence: 0.9682554

00:12:42.615 --> 00:12:43.815 work habits. And so then

NOTE Confidence: 0.9682554

00:12:43.815 --> 00:12:44.695 it ends up kind of

NOTE Confidence: 0.9682554

00:12:44.695 --> 00:12:45.195 reinforcing,

NOTE Confidence: 0.98479927

00:12:46.150 --> 00:12:48.150 this unhealthy cycle that I

NOTE Confidence: 0.98479927

00:12:48.150 --> 00:12:49.670 must continue to work hard

NOTE Confidence: 0.98479927

00:12:49.670 --> 00:12:50.730 and be perfect.

NOTE Confidence: 0.96686065

00:12:51.030 --> 00:12:52.550 Otherwise, someone will find out

NOTE Confidence: 0.96686065

00:12:52.550 --> 00:12:53.750 that in fact, I'm a

NOTE Confidence: 0.96686065

00:12:53.750 --> 00:12:54.790 phony, I'm a fake, I'm
NOTE Confidence: 0.96686065

00:12:54.790 --> 00:12:55.830 a fraud, I don't actually
NOTE Confidence: 0.96686065

00:12:55.830 --> 00:12:56.710 belong here. So you can
NOTE Confidence: 0.96686065

00:12:56.710 --> 00:12:57.429 see how this is a
NOTE Confidence: 0.96686065

00:12:57.429 --> 00:12:58.170 very cyclical,
NOTE Confidence: 0.9836337

00:12:58.630 --> 00:12:59.530 kind of phenomenon.
NOTE Confidence: 0.93795025

00:13:00.575 --> 00:13:01.455 Importantly, this was one of
NOTE Confidence: 0.93795025

00:13:01.455 --> 00:13:02.355 the more helpful,
NOTE Confidence: 0.97082895

00:13:02.895 --> 00:13:04.415 frameworks that I encountered when
NOTE Confidence: 0.97082895

00:13:04.415 --> 00:13:06.255 when studying imposter syndrome that
NOTE Confidence: 0.97082895

00:13:06.255 --> 00:13:07.295 it really can be broken
NOTE Confidence: 0.97082895

00:13:07.295 --> 00:13:09.235 up into five different phenotypes.
NOTE Confidence: 0.97082895

00:13:09.375 --> 00:13:10.575 And certainly, there's a lot
NOTE Confidence: 0.97082895

00:13:10.575 --> 00:13:11.934 of overlap in terms of
NOTE Confidence: 0.97082895

00:13:11.934 --> 00:13:13.215 these characterizing features, but I
NOTE Confidence: 0.97082895

00:13:13.215 --> 00:13:14.579 think it's important to take

NOTE Confidence: 0.97082895

00:13:14.579 --> 00:13:16.540 a moment to describe ways

NOTE Confidence: 0.97082895

00:13:16.540 --> 00:13:18.059 in which imposter syndrome might

NOTE Confidence: 0.97082895

00:13:18.059 --> 00:13:18.559 manifest.

NOTE Confidence: 0.9795161

00:13:19.339 --> 00:13:20.620 So starting on the left,

NOTE Confidence: 0.9795161

00:13:20.620 --> 00:13:21.579 you might call this a

NOTE Confidence: 0.9795161

00:13:21.579 --> 00:13:22.079 superhuman

NOTE Confidence: 0.9661285

00:13:22.459 --> 00:13:24.059 phenotype. And this is really

NOTE Confidence: 0.9661285

00:13:24.059 --> 00:13:25.839 the person who feels like

NOTE Confidence: 0.9661285

00:13:25.980 --> 00:13:27.360 in order to be successful,

NOTE Confidence: 0.98714924

00:13:27.965 --> 00:13:29.245 they must do it all.

NOTE Confidence: 0.98714924

00:13:29.245 --> 00:13:30.445 And so it it doesn't

NOTE Confidence: 0.98714924

00:13:30.445 --> 00:13:31.645 matter if they have a

NOTE Confidence: 0.98714924

00:13:31.645 --> 00:13:32.925 fair amount of success in

NOTE Confidence: 0.98714924

00:13:32.925 --> 00:13:34.525 one area. If they're not

NOTE Confidence: 0.98714924

00:13:34.525 --> 00:13:36.445 constantly juggling a million different

NOTE Confidence: 0.98714924

00:13:36.445 --> 00:13:37.804 things and doing them all
NOTE Confidence: 0.98714924

00:13:37.804 --> 00:13:39.184 at an a plus level,
NOTE Confidence: 0.98714924

00:13:39.485 --> 00:13:40.809 then it's failure. It's not
NOTE Confidence: 0.98714924

00:13:40.809 --> 00:13:42.350 good enough. Again, it's reinforcing
NOTE Confidence: 0.98714924

00:13:42.410 --> 00:13:43.790 this idea of not belonging.
NOTE Confidence: 0.89623994

00:13:44.490 --> 00:13:45.290 Then you see the picture
NOTE Confidence: 0.89623994

00:13:45.290 --> 00:13:47.050 of Einstein, the natural genie
NOTE Confidence: 0.89623994

00:13:47.130 --> 00:13:48.190 genius phenotype,
NOTE Confidence: 0.9978324

00:13:48.809 --> 00:13:50.490 which is really those folks
NOTE Confidence: 0.9978324

00:13:50.490 --> 00:13:51.230 for whom
NOTE Confidence: 0.93442327

00:13:51.690 --> 00:13:53.149 if a piece of information,
NOTE Confidence: 0.9881179

00:13:53.610 --> 00:13:54.745 you know, acquiring
NOTE Confidence: 0.97111255

00:13:55.125 --> 00:13:56.884 a particular knowledge or skill
NOTE Confidence: 0.97111255

00:13:56.884 --> 00:13:59.384 set doesn't come immediately without
NOTE Confidence: 0.97111255

00:13:59.445 --> 00:14:00.725 having to work very hard
NOTE Confidence: 0.97111255

00:14:00.725 --> 00:14:01.365 at it,

NOTE Confidence: 0.9655281
00:14:01.684 --> 00:14:03.445 or investing much time, if
NOTE Confidence: 0.9655281
00:14:03.445 --> 00:14:04.644 they're not, quote, unquote, a
NOTE Confidence: 0.9655281
00:14:04.644 --> 00:14:05.704 natural genius,
NOTE Confidence: 0.9984272
00:14:06.084 --> 00:14:07.445 then that is what really
NOTE Confidence: 0.9984272
00:14:07.445 --> 00:14:08.505 kind of reinforces
NOTE Confidence: 0.9747885
00:14:08.884 --> 00:14:10.630 this sense of being a
NOTE Confidence: 0.9747885
00:14:10.630 --> 00:14:12.390 fraud, being a fake. So
NOTE Confidence: 0.9747885
00:14:12.390 --> 00:14:13.750 even having to study to
NOTE Confidence: 0.9747885
00:14:13.750 --> 00:14:15.110 look at something, you know,
NOTE Confidence: 0.9747885
00:14:15.110 --> 00:14:16.570 multiple times, have to,
NOTE Confidence: 0.99958557
00:14:17.029 --> 00:14:18.470 really engage in a topic
NOTE Confidence: 0.99958557
00:14:18.470 --> 00:14:18.970 before
NOTE Confidence: 0.9284278
00:14:19.270 --> 00:14:20.810 mastery of of the material,
NOTE Confidence: 0.9284278
00:14:21.110 --> 00:14:22.250 that in of itself,
NOTE Confidence: 0.9758463
00:14:23.029 --> 00:14:24.709 reinforces their sense of imposter
NOTE Confidence: 0.9758463

00:14:24.709 --> 00:14:25.209 syndrome.
NOTE Confidence: 0.9881792

00:14:26.045 --> 00:14:27.165 And then you have the
NOTE Confidence: 0.9881792

00:14:27.165 --> 00:14:28.144 figure in the middle,
NOTE Confidence: 0.9903846

00:14:28.605 --> 00:14:29.985 which we'll call the soloist,
NOTE Confidence: 0.9930732

00:14:30.524 --> 00:14:31.644 the person who's pushing up
NOTE Confidence: 0.9930732

00:14:31.644 --> 00:14:32.704 this heavy ball,
NOTE Confidence: 0.98591566

00:14:33.165 --> 00:14:34.204 up a hill all by
NOTE Confidence: 0.98591566

00:14:34.204 --> 00:14:34.704 themselves.
NOTE Confidence: 0.99139464

00:14:35.324 --> 00:14:36.285 And the picture is really
NOTE Confidence: 0.99139464

00:14:36.285 --> 00:14:37.725 meant to denote folks for
NOTE Confidence: 0.99139464

00:14:37.725 --> 00:14:40.065 whom anything that is done
NOTE Confidence: 0.99492836

00:14:41.020 --> 00:14:42.800 with help from other people
NOTE Confidence: 0.99492836

00:14:43.020 --> 00:14:44.860 equals failure. So this might
NOTE Confidence: 0.99492836

00:14:44.860 --> 00:14:46.460 be, you know, an intern
NOTE Confidence: 0.99492836

00:14:46.460 --> 00:14:48.300 on an inpatient service who's
NOTE Confidence: 0.99492836

00:14:48.300 --> 00:14:49.440 being offered help

NOTE Confidence: 0.91754425

00:14:49.820 --> 00:14:51.420 by a resident or a

NOTE Confidence: 0.91754425

00:14:51.420 --> 00:14:52.640 fellow and an attending,

NOTE Confidence: 0.96134037

00:14:53.085 --> 00:14:54.765 and they're caught constantly pushing

NOTE Confidence: 0.96134037

00:14:54.765 --> 00:14:56.205 away that that assistance and

NOTE Confidence: 0.96134037

00:14:56.205 --> 00:14:57.965 that support because for them,

NOTE Confidence: 0.96134037

00:14:57.965 --> 00:14:58.925 if they're not able to

NOTE Confidence: 0.96134037

00:14:58.925 --> 00:15:00.225 do something independently

NOTE Confidence: 0.94697756

00:15:00.765 --> 00:15:02.765 and without collaboration from other

NOTE Confidence: 0.94697756

00:15:02.765 --> 00:15:04.365 people, that is actually what

NOTE Confidence: 0.94697756

00:15:04.365 --> 00:15:05.565 is making them feel like

NOTE Confidence: 0.94697756

00:15:05.565 --> 00:15:06.365 they're a fraud, they're a

NOTE Confidence: 0.94697756

00:15:06.365 --> 00:15:07.425 fake, they don't belong.

NOTE Confidence: 0.93076265

00:15:08.250 --> 00:15:09.390 Then you have the perfectionist,

NOTE Confidence: 0.9790721

00:15:09.770 --> 00:15:11.070 in the top right there.

NOTE Confidence: 0.99935883

00:15:11.770 --> 00:15:12.810 And this is the person

NOTE Confidence: 0.99935883

00:15:12.810 --> 00:15:14.510 who has to do everything
NOTE Confidence: 0.9931883

00:15:15.050 --> 00:15:17.210 exactly right, with no mistakes,
NOTE Confidence: 0.9931883

00:15:17.210 --> 00:15:18.270 no learning curve,
NOTE Confidence: 0.98229474

00:15:18.890 --> 00:15:20.170 and will, you know, spend
NOTE Confidence: 0.98229474

00:15:20.170 --> 00:15:21.915 perhaps, you know, twenty hours
NOTE Confidence: 0.98229474

00:15:21.915 --> 00:15:23.675 working on one presentation because
NOTE Confidence: 0.98229474

00:15:23.675 --> 00:15:24.955 they wanna make sure every
NOTE Confidence: 0.98229474

00:15:24.955 --> 00:15:26.335 detail is is spotless.
NOTE Confidence: 0.97553927

00:15:26.875 --> 00:15:28.235 Because again, that if not,
NOTE Confidence: 0.97553927

00:15:28.235 --> 00:15:29.675 then it's going to make
NOTE Confidence: 0.97553927

00:15:29.675 --> 00:15:31.455 them feel even more vulnerable
NOTE Confidence: 0.97553927

00:15:31.515 --> 00:15:32.735 and even more exposed.
NOTE Confidence: 0.97800714

00:15:33.275 --> 00:15:34.015 And lastly,
NOTE Confidence: 0.98542327

00:15:34.860 --> 00:15:35.820 to the bottom right here,
NOTE Confidence: 0.98542327

00:15:35.820 --> 00:15:37.260 you have the expert who's
NOTE Confidence: 0.98542327

00:15:37.260 --> 00:15:38.140 sitting on a number of

NOTE Confidence: 0.98542327

00:15:38.140 --> 00:15:39.260 books. And this is a

NOTE Confidence: 0.98542327

00:15:39.260 --> 00:15:40.320 person for whom

NOTE Confidence: 0.9892098

00:15:40.700 --> 00:15:42.080 they only really give themselves

NOTE Confidence: 0.9892098

00:15:42.300 --> 00:15:44.380 license to contribute to a

NOTE Confidence: 0.9892098

00:15:44.380 --> 00:15:44.880 conversation,

NOTE Confidence: 0.99264914

00:15:45.900 --> 00:15:46.720 to a project,

NOTE Confidence: 0.96672946

00:15:47.420 --> 00:15:48.700 or even to speak up

NOTE Confidence: 0.96672946

00:15:48.700 --> 00:15:49.820 if they feel like they

NOTE Confidence: 0.96672946

00:15:49.820 --> 00:15:51.954 are expert at it. And

NOTE Confidence: 0.96672946

00:15:51.954 --> 00:15:52.915 so it might be someone

NOTE Confidence: 0.96672946

00:15:52.915 --> 00:15:54.995 who gets multiple degrees because

NOTE Confidence: 0.96672946

00:15:54.995 --> 00:15:56.134 getting the degrees

NOTE Confidence: 0.9593649

00:15:56.435 --> 00:15:57.875 really fuels this sense of,

NOTE Confidence: 0.9593649

00:15:57.875 --> 00:15:59.074 well, once I have, you

NOTE Confidence: 0.9593649

00:15:59.074 --> 00:16:00.754 know, a million letters under

NOTE Confidence: 0.9593649

00:16:00.834 --> 00:16:02.274 after my name, perhaps then
NOTE Confidence: 0.9593649

00:16:02.274 --> 00:16:03.320 I feel like I have
NOTE Confidence: 0.9593649

00:16:03.320 --> 00:16:04.080 a place or I have
NOTE Confidence: 0.9593649

00:16:04.080 --> 00:16:05.480 a I I belong. And
NOTE Confidence: 0.9593649

00:16:05.480 --> 00:16:06.760 so you really might find
NOTE Confidence: 0.9593649

00:16:06.760 --> 00:16:07.880 that person in the person
NOTE Confidence: 0.9593649

00:16:07.880 --> 00:16:09.800 who's hesitant to speak unless
NOTE Confidence: 0.9593649

00:16:09.800 --> 00:16:10.920 they feel like they have
NOTE Confidence: 0.9593649

00:16:10.920 --> 00:16:12.360 full mastery on a a
NOTE Confidence: 0.9593649

00:16:12.360 --> 00:16:12.860 subject.
NOTE Confidence: 0.91445744

00:16:13.960 --> 00:16:14.700 So importantly,
NOTE Confidence: 0.96330726

00:16:15.275 --> 00:16:17.055 people having imposter syndrome,
NOTE Confidence: 0.97994906

00:16:17.675 --> 00:16:19.195 certainly does lead to negative
NOTE Confidence: 0.97994906

00:16:19.195 --> 00:16:19.695 sequelae.
NOTE Confidence: 0.9410144

00:16:20.155 --> 00:16:21.035 There are lots of studies
NOTE Confidence: 0.9410144

00:16:21.035 --> 00:16:21.835 that have been done that

NOTE Confidence: 0.9410144

00:16:21.835 --> 00:16:23.355 show a correlation certainly in

NOTE Confidence: 0.9410144

00:16:23.355 --> 00:16:24.955 mental health with anxiety, depression,

NOTE Confidence: 0.9410144

00:16:24.955 --> 00:16:26.255 and suicidal ideation.

NOTE Confidence: 0.95874745

00:16:26.795 --> 00:16:27.915 And certainly, there's been more

NOTE Confidence: 0.95874745

00:16:27.915 --> 00:16:29.275 attention paid to health care

NOTE Confidence: 0.95874745

00:16:29.275 --> 00:16:31.139 professional burnout over recent years.

NOTE Confidence: 0.95874745

00:16:31.139 --> 00:16:32.019 So clearly, this is a

NOTE Confidence: 0.95874745

00:16:32.019 --> 00:16:33.160 topic of much significance.

NOTE Confidence: 0.8575531

00:16:33.860 --> 00:16:35.380 There's also data to suggest

NOTE Confidence: 0.8575531

00:16:35.380 --> 00:16:36.519 that dementia's ability

NOTE Confidence: 0.97079235

00:16:36.899 --> 00:16:38.100 for folks to perform at

NOTE Confidence: 0.97079235

00:16:38.100 --> 00:16:39.220 their personal best, and so

NOTE Confidence: 0.97079235

00:16:39.220 --> 00:16:40.420 there's actually a loss in

NOTE Confidence: 0.97079235

00:16:40.420 --> 00:16:42.100 terms of their performance at

NOTE Confidence: 0.97079235

00:16:42.100 --> 00:16:44.275 an institution for clinical care,

NOTE Confidence: 0.97079235

00:16:44.275 --> 00:16:46.375 research, educational pursuits, etcetera,

NOTE Confidence: 0.9745013

00:16:47.154 --> 00:16:48.595 and obviously, you know, increasing

NOTE Confidence: 0.9745013

00:16:48.595 --> 00:16:50.055 rates of professional burnout,

NOTE Confidence: 0.99885666

00:16:50.675 --> 00:16:52.055 which is the antithesis

NOTE Confidence: 0.98746604

00:16:52.595 --> 00:16:53.555 of of what we're looking

NOTE Confidence: 0.98746604

00:16:53.555 --> 00:16:54.215 to do.

NOTE Confidence: 0.9670823

00:16:54.770 --> 00:16:56.050 So at this point, I'm

NOTE Confidence: 0.9670823

00:16:56.050 --> 00:16:57.650 going to, read for you

NOTE Confidence: 0.9670823

00:16:57.650 --> 00:16:58.550 a a case,

NOTE Confidence: 0.9771067

00:16:58.930 --> 00:17:00.450 and I'll explain what we'll

NOTE Confidence: 0.9771067

00:17:00.450 --> 00:17:01.970 need to do after, I

NOTE Confidence: 0.9771067

00:17:01.970 --> 00:17:02.770 get a chance to read

NOTE Confidence: 0.9771067

00:17:02.770 --> 00:17:03.650 the case, but it'll be

NOTE Confidence: 0.9771067

00:17:03.650 --> 00:17:04.450 a chance for us to

NOTE Confidence: 0.9771067

00:17:04.450 --> 00:17:06.369 think more about how imposter

NOTE Confidence: 0.9771067

00:17:06.369 --> 00:17:07.330 syndrome can show up in

NOTE Confidence: 0.9771067

00:17:07.330 --> 00:17:08.895 our medical education environment and

NOTE Confidence: 0.9771067

00:17:08.895 --> 00:17:09.795 do some brainstorming

NOTE Confidence: 0.99563265

00:17:10.175 --> 00:17:10.675 around,

NOTE Confidence: 0.9930688

00:17:11.215 --> 00:17:12.515 how we can optimize,

NOTE Confidence: 0.9680972

00:17:12.815 --> 00:17:14.515 these these kinds of situations.

NOTE Confidence: 0.9680972

00:17:14.575 --> 00:17:16.335 So doctor Stone is an

NOTE Confidence: 0.9680972

00:17:16.335 --> 00:17:18.015 internal medicine intern. She's been

NOTE Confidence: 0.9680972

00:17:18.015 --> 00:17:19.135 rotating with you on a

NOTE Confidence: 0.9680972

00:17:19.135 --> 00:17:21.215 general medicine inpatient service over

NOTE Confidence: 0.9680972

00:17:21.215 --> 00:17:22.115 the last week,

NOTE Confidence: 0.9669712

00:17:22.619 --> 00:17:23.900 And she's about halfway through

NOTE Confidence: 0.9669712

00:17:23.900 --> 00:17:25.100 intern year at this point,

NOTE Confidence: 0.9669712

00:17:25.100 --> 00:17:26.140 so you've been a little

NOTE Confidence: 0.9669712

00:17:26.140 --> 00:17:27.580 bit surprised as maybe her

NOTE Confidence: 0.9669712

00:17:27.580 --> 00:17:28.960 attending or her fellow,

NOTE Confidence: 0.98162115

00:17:29.580 --> 00:17:30.859 to see that she hasn't
NOTE Confidence: 0.98162115

00:17:30.859 --> 00:17:32.460 shown more autonomy in patient
NOTE Confidence: 0.98162115

00:17:32.460 --> 00:17:33.900 care. She's very timid on
NOTE Confidence: 0.98162115

00:17:33.900 --> 00:17:35.580 rounds, doesn't speak unless spoken
NOTE Confidence: 0.98162115

00:17:35.580 --> 00:17:36.080 to,
NOTE Confidence: 0.9790557

00:17:36.394 --> 00:17:37.514 And you checked in with
NOTE Confidence: 0.9790557

00:17:37.514 --> 00:17:39.375 her senior resident who said
NOTE Confidence: 0.9790557

00:17:39.434 --> 00:17:40.475 that she's, you know, she's
NOTE Confidence: 0.9790557

00:17:40.475 --> 00:17:41.434 doing what she's supposed to
NOTE Confidence: 0.9790557

00:17:41.434 --> 00:17:42.475 do as far as intern
NOTE Confidence: 0.9790557

00:17:42.475 --> 00:17:44.154 level tasks throughout the workday.
NOTE Confidence: 0.9790557

00:17:44.154 --> 00:17:45.195 There are no major red
NOTE Confidence: 0.9790557

00:17:45.195 --> 00:17:45.695 flags.
NOTE Confidence: 0.9814092

00:17:46.154 --> 00:17:47.835 But the resident does note
NOTE Confidence: 0.9814092

00:17:47.835 --> 00:17:49.434 that on almost every clinical
NOTE Confidence: 0.9814092

00:17:49.434 --> 00:17:50.654 decision that's made

NOTE Confidence: 0.9861442

00:17:55.000 --> 00:17:56.359 prescribing Tylenol. She she wants

NOTE Confidence: 0.9861442

00:17:56.359 --> 00:17:57.320 to make sure that's okay

NOTE Confidence: 0.9861442

00:17:57.320 --> 00:17:57.980 for a patient.

NOTE Confidence: 0.9985418

00:17:58.440 --> 00:17:59.179 And so

NOTE Confidence: 0.99579763

00:17:59.559 --> 00:18:00.440 you find that when you're

NOTE Confidence: 0.99579763

00:18:00.440 --> 00:18:02.520 asking, doctor Stone questions on

NOTE Confidence: 0.99579763

00:18:02.520 --> 00:18:04.119 rounds to explore her clinical

NOTE Confidence: 0.99579763

00:18:04.119 --> 00:18:05.020 decision making,

NOTE Confidence: 0.95719695

00:18:05.585 --> 00:18:07.585 she usually responds automatically with

NOTE Confidence: 0.95719695

00:18:07.585 --> 00:18:08.405 I don't know.

NOTE Confidence: 0.95656776

00:18:09.185 --> 00:18:10.625 Nothing nothing else said, just

NOTE Confidence: 0.95656776

00:18:10.625 --> 00:18:11.425 responds with an I don't

NOTE Confidence: 0.95656776

00:18:11.425 --> 00:18:13.425 know. And you kind of

NOTE Confidence: 0.95656776

00:18:13.425 --> 00:18:14.625 pride yourself on creating a

NOTE Confidence: 0.95656776

00:18:14.625 --> 00:18:15.905 safe learning environment. You don't

NOTE Confidence: 0.95656776

00:18:15.905 --> 00:18:16.865 think of yourself as, you
NOTE Confidence: 0.95656776

00:18:16.865 --> 00:18:18.630 know, an intimidating educator. So
NOTE Confidence: 0.95656776

00:18:18.710 --> 00:18:19.590 So you gently try to
NOTE Confidence: 0.95656776

00:18:19.590 --> 00:18:20.710 give her feedback to to
NOTE Confidence: 0.95656776

00:18:20.710 --> 00:18:21.670 let her know you want
NOTE Confidence: 0.95656776

00:18:21.670 --> 00:18:22.790 to hear what she has
NOTE Confidence: 0.95656776

00:18:22.790 --> 00:18:24.230 to say, but nothing's really
NOTE Confidence: 0.95656776

00:18:24.230 --> 00:18:25.270 changing, and it's been a
NOTE Confidence: 0.95656776

00:18:25.270 --> 00:18:26.230 week and you know that
NOTE Confidence: 0.95656776

00:18:26.230 --> 00:18:27.690 there's only one more week
NOTE Confidence: 0.95656776

00:18:27.750 --> 00:18:28.810 left in the rotation.
NOTE Confidence: 0.9666935

00:18:29.350 --> 00:18:30.810 So that's that's the case.
NOTE Confidence: 0.99701947

00:18:31.350 --> 00:18:31.850 And
NOTE Confidence: 0.97733074

00:18:32.395 --> 00:18:33.515 at this point, Ed is
NOTE Confidence: 0.97733074

00:18:33.515 --> 00:18:34.795 gonna help us, break up
NOTE Confidence: 0.97733074

00:18:34.795 --> 00:18:36.554 into small groups in in

NOTE Confidence: 0.97733074

00:18:36.554 --> 00:18:37.455 just a moment.

NOTE Confidence: 0.967683

00:18:37.994 --> 00:18:39.275 And you're gonna have ten

NOTE Confidence: 0.967683

00:18:39.275 --> 00:18:41.054 minutes in your small groups

NOTE Confidence: 0.967683

00:18:41.115 --> 00:18:42.655 to chat about the case.

NOTE Confidence: 0.967683

00:18:42.715 --> 00:18:43.755 I put a QR code

NOTE Confidence: 0.967683

00:18:43.755 --> 00:18:44.795 here because once you're in

NOTE Confidence: 0.967683

00:18:44.795 --> 00:18:45.674 the small group, I know

NOTE Confidence: 0.967683

00:18:45.674 --> 00:18:46.635 you might wanna take another

NOTE Confidence: 0.967683

00:18:46.635 --> 00:18:48.294 look at the case and

NOTE Confidence: 0.967683

00:18:48.294 --> 00:18:50.310 the discussion questions. So the

NOTE Confidence: 0.967683

00:18:50.310 --> 00:18:51.991 the session questions are listed

NOTE Confidence: 0.967683

00:18:51.991 --> 00:18:53.671 here. How might imposter syndrome

NOTE Confidence: 0.967683

00:18:53.671 --> 00:18:55.351 actually be affecting doctor Stone?

NOTE Confidence: 0.967683

00:18:55.351 --> 00:18:57.032 So talk a little bit

NOTE Confidence: 0.967683

00:18:57.032 --> 00:18:58.712 about where you might see

NOTE Confidence: 0.967683

00:18:58.712 --> 00:19:00.392 evidence of imposter syndrome with
NOTE Confidence: 0.967683

00:19:00.392 --> 00:19:01.625 doctor Stone and if there
NOTE Confidence: 0.967683

00:19:01.625 --> 00:19:03.304 are phenotypes, like the one
NOTE Confidence: 0.967683

00:19:03.304 --> 00:19:04.585 we ones we just went
NOTE Confidence: 0.967683

00:19:04.585 --> 00:19:05.725 over, like superhuman,
NOTE Confidence: 0.99797744

00:19:06.264 --> 00:19:06.764 perfectionist,
NOTE Confidence: 0.95498276

00:19:07.304 --> 00:19:08.984 soloist, etcetera, that she might
NOTE Confidence: 0.95498276

00:19:08.984 --> 00:19:09.644 be displaying.
NOTE Confidence: 0.9747042

00:19:10.664 --> 00:19:12.424 And thinking through how our
NOTE Confidence: 0.9747042

00:19:12.424 --> 00:19:14.190 group identities or lived experiences,
NOTE Confidence: 0.9747042

00:19:14.190 --> 00:19:15.809 things like race, gender, socioeconomic
NOTE Confidence: 0.9747042

00:19:16.029 --> 00:19:16.990 status, how do you think
NOTE Confidence: 0.9747042

00:19:16.990 --> 00:19:18.990 that might interact with imposter
NOTE Confidence: 0.9747042

00:19:18.990 --> 00:19:20.109 syndrome? Could that be showing
NOTE Confidence: 0.9747042

00:19:20.109 --> 00:19:20.909 up in the case or
NOTE Confidence: 0.9747042

00:19:20.909 --> 00:19:22.429 more broadly in terms of

NOTE Confidence: 0.9747042

00:19:22.429 --> 00:19:22.929 exacerbating

NOTE Confidence: 0.9873894

00:19:23.230 --> 00:19:24.210 imposter syndrome?

NOTE Confidence: 0.9690037

00:19:24.750 --> 00:19:25.490 And lastly,

NOTE Confidence: 0.9978712

00:19:25.869 --> 00:19:26.690 if you were,

NOTE Confidence: 0.9969953

00:19:27.455 --> 00:19:28.575 you know, her attending or

NOTE Confidence: 0.9969953

00:19:28.575 --> 00:19:30.415 her fellow, what steps would

NOTE Confidence: 0.9969953

00:19:30.415 --> 00:19:32.095 you recommend doing? How would

NOTE Confidence: 0.9969953

00:19:32.095 --> 00:19:32.575 you,

NOTE Confidence: 0.8385599

00:19:32.975 --> 00:19:34.675 kinda navigate this situation?

NOTE Confidence: 0.98619133

00:19:35.375 --> 00:19:36.655 As someone who is interested

NOTE Confidence: 0.98619133

00:19:36.655 --> 00:19:38.255 in promoting education and promoting

NOTE Confidence: 0.98619133

00:19:38.255 --> 00:19:39.855 belonging, what suggestions might you

NOTE Confidence: 0.98619133

00:19:39.855 --> 00:19:40.355 have?

NOTE Confidence: 0.9903792

00:19:41.710 --> 00:19:43.869 Any questions before we, break

NOTE Confidence: 0.9903792

00:19:43.869 --> 00:19:44.990 up into our small groups?

NOTE Confidence: 0.9903792

00:19:44.990 --> 00:19:46.029 Again, you'll have about ten
NOTE Confidence: 0.9903792

00:19:46.029 --> 00:19:47.789 minutes, and then, we'll we'll
NOTE Confidence: 0.9903792

00:19:47.789 --> 00:19:48.289 bring
NOTE Confidence: 0.99963105

00:19:48.830 --> 00:19:50.609 everyone back at that point.
NOTE Confidence: 0.9938032

00:19:51.869 --> 00:19:52.990 This is your task. And
NOTE Confidence: 0.9938032

00:19:52.990 --> 00:19:54.109 I forgot to mention, please
NOTE Confidence: 0.9938032

00:19:54.109 --> 00:19:55.809 do identify someone who
NOTE Confidence: 0.99245995

00:19:56.115 --> 00:19:58.195 will, be the volunteer to,
NOTE Confidence: 0.99245995

00:19:58.515 --> 00:19:59.555 do the report out when
NOTE Confidence: 0.99245995

00:19:59.555 --> 00:20:00.595 we come back, and we'll
NOTE Confidence: 0.99245995

00:20:00.595 --> 00:20:02.055 debrief as a large group.
NOTE Confidence: 0.9911475

00:20:04.515 --> 00:20:05.015 Alright.
NOTE Confidence: 0.9883132

00:20:06.115 --> 00:20:06.994 Ed, you can go ahead
NOTE Confidence: 0.9883132

00:20:06.994 --> 00:20:08.595 and, send people off. Thank
NOTE Confidence: 0.9883132

00:20:08.595 --> 00:20:10.595 you so much. Alright. Opening
NOTE Confidence: 0.9883132

00:20:10.595 --> 00:20:11.415 rooms now.

NOTE Confidence: 0.9761303

00:20:34.605 --> 00:20:36.125 Like, folks are coming back.

NOTE Confidence: 0.9761303

00:20:36.125 --> 00:20:37.265 Welcome back, everybody.

NOTE Confidence: 0.9775877

00:20:38.050 --> 00:20:38.770 So for the next few

NOTE Confidence: 0.9775877

00:20:38.770 --> 00:20:39.730 minutes, we're just gonna take

NOTE Confidence: 0.9775877

00:20:39.730 --> 00:20:41.090 some time to debrief the

NOTE Confidence: 0.9775877

00:20:41.090 --> 00:20:42.369 small group activities. So thank

NOTE Confidence: 0.9775877

00:20:42.369 --> 00:20:43.650 you for engaging in the

NOTE Confidence: 0.9775877

00:20:43.650 --> 00:20:45.010 conversations, and I know there

NOTE Confidence: 0.9775877

00:20:45.010 --> 00:20:45.890 are a few folks who

NOTE Confidence: 0.9775877

00:20:45.890 --> 00:20:46.609 came in a little bit

NOTE Confidence: 0.9775877

00:20:46.609 --> 00:20:47.570 later. So just to give

NOTE Confidence: 0.9775877

00:20:47.570 --> 00:20:48.609 a brief overview of the

NOTE Confidence: 0.9775877

00:20:48.609 --> 00:20:49.109 case,

NOTE Confidence: 0.9228676

00:20:49.490 --> 00:20:51.010 we were chatting about doctor

NOTE Confidence: 0.9228676

00:20:51.010 --> 00:20:52.710 Stone, who's an internal medicine

NOTE Confidence: 0.9228676

00:20:52.770 --> 00:20:53.945 intern, and
NOTE Confidence: 0.98178774

00:20:54.404 --> 00:20:56.484 the attending or a fellow
NOTE Confidence: 0.98178774

00:20:56.484 --> 00:20:57.524 has noticed that she's very
NOTE Confidence: 0.98178774

00:20:57.524 --> 00:20:59.304 reticent on rounds, very,
NOTE Confidence: 0.9660449

00:21:00.085 --> 00:21:01.845 timid, doesn't, you know, speak
NOTE Confidence: 0.9660449

00:21:01.845 --> 00:21:03.365 unless spoken to. And if
NOTE Confidence: 0.9660449

00:21:03.365 --> 00:21:04.565 asked a question, usually it
NOTE Confidence: 0.9660449

00:21:04.565 --> 00:21:05.605 says something like I don't
NOTE Confidence: 0.9660449

00:21:05.605 --> 00:21:06.940 know. And so we were
NOTE Confidence: 0.9660449

00:21:06.940 --> 00:21:07.900 working through a number of
NOTE Confidence: 0.9660449

00:21:07.900 --> 00:21:09.020 questions to kind of think
NOTE Confidence: 0.9660449

00:21:09.020 --> 00:21:10.540 through how imposter syndrome might
NOTE Confidence: 0.9660449

00:21:10.540 --> 00:21:11.200 be relevant
NOTE Confidence: 0.98485976

00:21:11.580 --> 00:21:13.260 to the case. And so
NOTE Confidence: 0.98485976

00:21:13.260 --> 00:21:14.540 for that first question that
NOTE Confidence: 0.98485976

00:21:14.540 --> 00:21:15.520 I had to tackle,

NOTE Confidence: 0.975341
00:21:16.060 --> 00:21:17.100 I'd love to hear from
NOTE Confidence: 0.975341
00:21:17.100 --> 00:21:17.920 some of our,
NOTE Confidence: 0.63487643
00:21:18.780 --> 00:21:19.280 dedicated,
NOTE Confidence: 0.9749605
00:21:19.580 --> 00:21:21.695 report out folks, to chat
NOTE Confidence: 0.9749605
00:21:21.695 --> 00:21:22.975 a little bit about what
NOTE Confidence: 0.9749605
00:21:22.975 --> 00:21:24.015 your group thought in terms
NOTE Confidence: 0.9749605
00:21:24.015 --> 00:21:24.975 of the first question, which
NOTE Confidence: 0.9749605
00:21:24.975 --> 00:21:26.815 was really around how impostor
NOTE Confidence: 0.9749605
00:21:26.815 --> 00:21:28.595 syndrome might be affecting her,
NOTE Confidence: 0.96213377
00:21:29.055 --> 00:21:30.335 performance, and if you saw
NOTE Confidence: 0.96213377
00:21:30.335 --> 00:21:31.695 any of those phenotypes that
NOTE Confidence: 0.96213377
00:21:31.695 --> 00:21:32.895 we spent some time chatting
NOTE Confidence: 0.96213377
00:21:32.895 --> 00:21:34.175 at towards the beginning that
NOTE Confidence: 0.96213377
00:21:34.175 --> 00:21:35.215 were evident in the case.
NOTE Confidence: 0.96213377
00:21:35.215 --> 00:21:36.010 So So love to hear
NOTE Confidence: 0.96213377

00:21:36.010 --> 00:21:37.210 from a couple people. Feel
NOTE Confidence: 0.96213377

00:21:37.210 --> 00:21:38.890 free to unmute yourself and
NOTE Confidence: 0.96213377

00:21:38.890 --> 00:21:39.630 and speak.
NOTE Confidence: 0.9442419

00:21:43.369 --> 00:21:45.290 Hey. I'm I'm Jim Scarls.
NOTE Confidence: 0.9442419

00:21:45.290 --> 00:21:46.670 I came from group nine.
NOTE Confidence: 0.9574774

00:21:47.850 --> 00:21:49.378 Hi. Hi. We we we
NOTE Confidence: 0.9574774

00:21:49.378 --> 00:21:50.600 we thought there would be
NOTE Confidence: 0.9574774

00:21:50.600 --> 00:21:51.822 some overlap with actually all
NOTE Confidence: 0.9574774

00:21:51.822 --> 00:21:53.045 five phenotypes, but we just
NOTE Confidence: 0.9574774

00:21:53.045 --> 00:21:54.345 didn't have enough information
NOTE Confidence: 0.9872499

00:21:54.805 --> 00:21:56.025 to kind of pin
NOTE Confidence: 0.98638034

00:21:56.645 --> 00:21:57.945 some of the other phenotypes.
NOTE Confidence: 0.98638034

00:21:58.165 --> 00:21:58.984 But we thought
NOTE Confidence: 0.9452298

00:21:59.685 --> 00:22:01.045 maybe doctor Stone felt she
NOTE Confidence: 0.9452298

00:22:01.045 --> 00:22:02.025 should be more expert
NOTE Confidence: 0.98654526

00:22:02.340 --> 00:22:03.320 and more of a perfectionist,

NOTE Confidence: 0.96693397

00:22:04.100 --> 00:22:05.539 and maybe that's what's suppressing

NOTE Confidence: 0.96693397

00:22:05.539 --> 00:22:06.840 her from speaking out.

NOTE Confidence: 0.97207946

00:22:07.619 --> 00:22:08.659 Yeah. I love that. Thank

NOTE Confidence: 0.97207946

00:22:08.659 --> 00:22:10.100 you, group nine. I think

NOTE Confidence: 0.97207946

00:22:10.100 --> 00:22:11.779 definitely the the part in

NOTE Confidence: 0.97207946

00:22:11.779 --> 00:22:13.059 the case that says she's

NOTE Confidence: 0.97207946

00:22:13.059 --> 00:22:14.100 very quick to say I

NOTE Confidence: 0.97207946

00:22:14.100 --> 00:22:14.659 don't know.

NOTE Confidence: 0.94600046

00:22:15.140 --> 00:22:16.025 I remember actually that was

NOTE Confidence: 0.94600046

00:22:16.025 --> 00:22:16.825 that was me in in

NOTE Confidence: 0.94600046

00:22:16.825 --> 00:22:17.785 medical school. I remember one

NOTE Confidence: 0.94600046

00:22:17.785 --> 00:22:18.424 time I was on a

NOTE Confidence: 0.94600046

00:22:18.424 --> 00:22:19.785 rotation and someone was asking

NOTE Confidence: 0.94600046

00:22:19.785 --> 00:22:20.765 me for a differential,

NOTE Confidence: 0.9604483

00:22:21.225 --> 00:22:22.265 or or not just a

NOTE Confidence: 0.9604483

00:22:22.265 --> 00:22:23.225 differential, but, like, what I
NOTE Confidence: 0.9604483

00:22:23.225 --> 00:22:24.184 really thought was going on.
NOTE Confidence: 0.9604483

00:22:24.184 --> 00:22:25.145 And because I didn't feel
NOTE Confidence: 0.9604483

00:22:25.145 --> 00:22:26.184 like I had the ultimate
NOTE Confidence: 0.9604483

00:22:26.184 --> 00:22:27.145 answer, I felt like I
NOTE Confidence: 0.9604483

00:22:27.145 --> 00:22:28.345 didn't have permission to speak.
NOTE Confidence: 0.9604483

00:22:28.345 --> 00:22:29.385 And so I was like,
NOTE Confidence: 0.9604483

00:22:29.385 --> 00:22:30.130 I don't know. I I
NOTE Confidence: 0.9604483

00:22:30.130 --> 00:22:30.850 don't know. I don't feel
NOTE Confidence: 0.9604483

00:22:30.850 --> 00:22:31.650 like I have the hundred
NOTE Confidence: 0.9604483

00:22:31.650 --> 00:22:32.850 percent, you know, correct answer,
NOTE Confidence: 0.9604483

00:22:32.850 --> 00:22:33.809 but what I learned over
NOTE Confidence: 0.9604483

00:22:33.809 --> 00:22:35.010 time is she was just
NOTE Confidence: 0.9604483

00:22:35.010 --> 00:22:36.130 interested in learning about my
NOTE Confidence: 0.9604483

00:22:36.130 --> 00:22:37.250 thought process. And I certainly
NOTE Confidence: 0.9604483

00:22:37.250 --> 00:22:38.450 had some thoughts about the

NOTE Confidence: 0.9604483

00:22:38.450 --> 00:22:39.910 the case, the patient, and

NOTE Confidence: 0.9604483

00:22:40.050 --> 00:22:42.050 what could likely happen, but

NOTE Confidence: 0.9604483

00:22:42.050 --> 00:22:43.010 I I didn't wanna speak

NOTE Confidence: 0.9604483

00:22:43.010 --> 00:22:43.809 unless I felt like I

NOTE Confidence: 0.9604483

00:22:43.809 --> 00:22:44.770 was a hundred percent sure.

NOTE Confidence: 0.9604483

00:22:44.770 --> 00:22:45.615 So I think there's definitely

NOTE Confidence: 0.9604483

00:22:45.615 --> 00:22:46.975 some elements of the expert

NOTE Confidence: 0.9604483

00:22:46.975 --> 00:22:48.435 as well as the perfectionist

NOTE Confidence: 0.9604483

00:22:48.575 --> 00:22:49.775 really wanting to do everything

NOTE Confidence: 0.9604483

00:22:49.775 --> 00:22:51.695 right. So great. Other thoughts

NOTE Confidence: 0.9604483

00:22:51.695 --> 00:22:53.135 on that first question about

NOTE Confidence: 0.9604483

00:22:53.135 --> 00:22:54.815 any ways that folks saw

NOTE Confidence: 0.9604483

00:22:54.815 --> 00:22:56.575 imposter syndrome, you know, relevant

NOTE Confidence: 0.9604483

00:22:56.575 --> 00:22:57.555 in in the case?

NOTE Confidence: 0.9004364

00:23:03.190 --> 00:23:04.330 I'm Miriam O'Neil.

NOTE Confidence: 0.89575404

00:23:04.710 --> 00:23:05.990 I'm one of I'm a
NOTE Confidence: 0.89575404

00:23:05.990 --> 00:23:06.490 fellow.
NOTE Confidence: 0.9944353

00:23:07.029 --> 00:23:08.409 I'm reporting for,
NOTE Confidence: 0.9441275

00:23:08.710 --> 00:23:09.830 I think we were group
NOTE Confidence: 0.9441275

00:23:09.830 --> 00:23:10.330 fourteen.
NOTE Confidence: 0.9381673

00:23:11.109 --> 00:23:12.250 We also concurred,
NOTE Confidence: 0.9407779

00:23:12.869 --> 00:23:14.505 with group nine in terms
NOTE Confidence: 0.9407779

00:23:14.585 --> 00:23:15.945 of the perfectionist as well
NOTE Confidence: 0.9407779

00:23:15.945 --> 00:23:16.845 as the expert,
NOTE Confidence: 0.9405484

00:23:17.625 --> 00:23:18.125 and,
NOTE Confidence: 0.9780291

00:23:19.145 --> 00:23:20.765 kind of surrounding our discussion
NOTE Confidence: 0.9780291

00:23:20.905 --> 00:23:23.145 was was how this could
NOTE Confidence: 0.9780291

00:23:23.145 --> 00:23:23.645 ultimately
NOTE Confidence: 0.9933478

00:23:24.265 --> 00:23:25.405 delay care,
NOTE Confidence: 0.97611517

00:23:26.105 --> 00:23:27.630 for the patient because of
NOTE Confidence: 0.97611517

00:23:27.790 --> 00:23:29.550 constantly questioning and and, you

NOTE Confidence: 0.97611517
00:23:29.550 --> 00:23:30.990 know, not kind of feeling
NOTE Confidence: 0.97611517
00:23:30.990 --> 00:23:32.290 free to move forward.
NOTE Confidence: 0.96788126
00:23:33.230 --> 00:23:34.270 I guess I'll I'll hold
NOTE Confidence: 0.96788126
00:23:34.270 --> 00:23:35.950 further questions or answer, you
NOTE Confidence: 0.96788126
00:23:35.950 --> 00:23:37.470 know, discussions that we had
NOTE Confidence: 0.96788126
00:23:37.470 --> 00:23:38.750 until we get to the
NOTE Confidence: 0.96788126
00:23:38.750 --> 00:23:39.490 other parts.
NOTE Confidence: 0.981084
00:23:40.065 --> 00:23:41.184 Yeah. Thank you, Miriam. I
NOTE Confidence: 0.981084
00:23:41.184 --> 00:23:42.065 love that point because I
NOTE Confidence: 0.981084
00:23:42.065 --> 00:23:43.264 think one of the things
NOTE Confidence: 0.981084
00:23:43.264 --> 00:23:44.625 that we don't discuss as
NOTE Confidence: 0.981084
00:23:44.625 --> 00:23:46.144 much with imposter syndrome is
NOTE Confidence: 0.981084
00:23:46.144 --> 00:23:46.945 that it it can have
NOTE Confidence: 0.981084
00:23:46.945 --> 00:23:48.144 a cost, not only in
NOTE Confidence: 0.981084
00:23:48.144 --> 00:23:49.184 terms of kind of mental
NOTE Confidence: 0.981084

00:23:49.184 --> 00:23:50.625 health and and performance, but
NOTE Confidence: 0.981084

00:23:50.625 --> 00:23:52.005 also in terms of clinical
NOTE Confidence: 0.981084

00:23:52.065 --> 00:23:52.565 care.
NOTE Confidence: 0.9703832

00:23:52.960 --> 00:23:53.880 I think you can imagine
NOTE Confidence: 0.9703832

00:23:53.880 --> 00:23:55.640 that if someone's constantly withholding
NOTE Confidence: 0.9703832

00:23:55.640 --> 00:23:57.340 their contributions, their observations,
NOTE Confidence: 0.9883643

00:23:57.800 --> 00:23:59.480 it can definitely impede, the
NOTE Confidence: 0.9883643

00:23:59.480 --> 00:24:00.520 team and and can be
NOTE Confidence: 0.9883643

00:24:00.520 --> 00:24:02.700 pertinent for for, patient safety.
NOTE Confidence: 0.9883643

00:24:03.000 --> 00:24:03.740 That's great.
NOTE Confidence: 0.9937485

00:24:04.200 --> 00:24:05.080 We'll go ahead and move
NOTE Confidence: 0.9937485

00:24:05.080 --> 00:24:06.119 on to the second question,
NOTE Confidence: 0.9937485

00:24:06.119 --> 00:24:07.515 which was me asking you
NOTE Confidence: 0.9937485

00:24:07.515 --> 00:24:08.395 all to think a little
NOTE Confidence: 0.9937485

00:24:08.395 --> 00:24:10.095 bit about how lived experiences
NOTE Confidence: 0.9937485

00:24:10.234 --> 00:24:11.215 and group identities,

NOTE Confidence: 0.97545224

00:24:11.755 --> 00:24:13.435 things like, for example, race

NOTE Confidence: 0.97545224

00:24:13.435 --> 00:24:14.715 and gender, although certainly not

NOTE Confidence: 0.97545224

00:24:14.715 --> 00:24:16.475 an exhaustive list, could play

NOTE Confidence: 0.97545224

00:24:16.475 --> 00:24:18.175 a role in imposter syndrome.

NOTE Confidence: 0.98787165

00:24:18.635 --> 00:24:19.435 And, you know, we don't

NOTE Confidence: 0.98787165

00:24:19.435 --> 00:24:21.270 have much information about doctor

NOTE Confidence: 0.98787165

00:24:21.270 --> 00:24:23.030 Stone's identities besides that she

NOTE Confidence: 0.98787165

00:24:23.030 --> 00:24:24.570 identifies as a woman.

NOTE Confidence: 0.9611647

00:24:25.030 --> 00:24:26.230 But beyond that, you know,

NOTE Confidence: 0.9611647

00:24:26.230 --> 00:24:27.590 just kinda thinking broadly, I'd

NOTE Confidence: 0.9611647

00:24:27.590 --> 00:24:28.470 I'd love to hear from

NOTE Confidence: 0.9611647

00:24:28.470 --> 00:24:29.590 a couple of groups about

NOTE Confidence: 0.9611647

00:24:29.590 --> 00:24:31.130 how you thought group identities

NOTE Confidence: 0.9611647

00:24:31.190 --> 00:24:32.790 could intersect with the the

NOTE Confidence: 0.9611647

00:24:32.790 --> 00:24:34.330 concept of imposter syndrome.

NOTE Confidence: 0.9934621

00:24:37.725 --> 00:24:38.605 I can report.
NOTE Confidence: 0.955265

00:24:39.244 --> 00:24:40.605 My name is Trina Salva.
NOTE Confidence: 0.955265

00:24:40.605 --> 00:24:42.225 I'm a new GYN attending.
NOTE Confidence: 0.955265

00:24:42.445 --> 00:24:44.065 Hi, Trina. Welcome. Everybody.
NOTE Confidence: 0.9857918

00:24:45.484 --> 00:24:46.845 So I don't remember what
NOTE Confidence: 0.9857918

00:24:46.845 --> 00:24:48.445 group number we were, but,
NOTE Confidence: 0.98949844

00:24:49.020 --> 00:24:50.320 we agreed with perfectionist.
NOTE Confidence: 0.97102696

00:24:51.580 --> 00:24:52.619 You know, we talked a
NOTE Confidence: 0.97102696

00:24:52.619 --> 00:24:53.760 lot about,
NOTE Confidence: 0.9929072

00:24:55.100 --> 00:24:56.080 trying to explore
NOTE Confidence: 0.99341935

00:24:56.460 --> 00:24:58.460 thoughts about her culture, her
NOTE Confidence: 0.99341935

00:24:58.460 --> 00:25:00.320 upbringing. She may be someone,
NOTE Confidence: 0.99341935

00:25:00.540 --> 00:25:02.540 you know, not only as
NOTE Confidence: 0.99341935

00:25:02.540 --> 00:25:03.040 a
NOTE Confidence: 0.9557154

00:25:04.045 --> 00:25:04.925 woman, but,
NOTE Confidence: 0.98740226

00:25:06.125 --> 00:25:07.885 perhaps she comes from a

NOTE Confidence: 0.98740226
00:25:07.885 --> 00:25:10.145 culture that sort of prioritizes
NOTE Confidence: 0.98739195
00:25:10.525 --> 00:25:11.025 deference,
NOTE Confidence: 0.99697095
00:25:11.885 --> 00:25:12.705 or respect.
NOTE Confidence: 0.83765745
00:25:13.484 --> 00:25:13.984 So,
NOTE Confidence: 0.9865053
00:25:14.605 --> 00:25:15.725 and we talked about that
NOTE Confidence: 0.9865053
00:25:15.725 --> 00:25:17.345 in terms of her upbringing,
NOTE Confidence: 0.9865053
00:25:17.405 --> 00:25:19.160 but also in terms of
NOTE Confidence: 0.9865053
00:25:19.160 --> 00:25:20.859 what kind of clinical experiences
NOTE Confidence: 0.94610023
00:25:21.160 --> 00:25:22.119 she might have had so
NOTE Confidence: 0.94610023
00:25:22.119 --> 00:25:23.800 far because she is the
NOTE Confidence: 0.94610023
00:25:23.800 --> 00:25:25.260 intern. We don't know
NOTE Confidence: 0.88189006
00:25:25.720 --> 00:25:26.540 team dynamics.
NOTE Confidence: 0.9818939
00:25:28.200 --> 00:25:29.960 You know, her her the
NOTE Confidence: 0.9818939
00:25:29.960 --> 00:25:31.804 approach of her senior residents,
NOTE Confidence: 0.99911785
00:25:32.105 --> 00:25:33.565 the approach of her attendings,
NOTE Confidence: 0.95863825

00:25:34.424 --> 00:25:35.945 may have really sort of
NOTE Confidence: 0.95863825

00:25:35.945 --> 00:25:37.304 shaped her experience in the
NOTE Confidence: 0.95863825

00:25:37.304 --> 00:25:38.825 way she's acting now. So
NOTE Confidence: 0.9951038

00:25:39.705 --> 00:25:40.205 Absolutely.
NOTE Confidence: 0.9705474

00:25:40.505 --> 00:25:42.345 All excellent points, Atrina. Thank
NOTE Confidence: 0.9705474

00:25:42.345 --> 00:25:43.980 you. And, I think the
NOTE Confidence: 0.9578484

00:25:44.520 --> 00:25:45.880 the point about sort of
NOTE Confidence: 0.9578484

00:25:45.880 --> 00:25:47.480 cultural norms and expectations, I
NOTE Confidence: 0.9578484

00:25:47.480 --> 00:25:48.520 think, is super important. I
NOTE Confidence: 0.9578484

00:25:48.520 --> 00:25:49.400 can tell you personally, my
NOTE Confidence: 0.9578484

00:25:49.400 --> 00:25:50.460 family's from Ghana,
NOTE Confidence: 0.9786922

00:25:51.000 --> 00:25:52.299 and I would say that
NOTE Confidence: 0.95701146

00:25:52.679 --> 00:25:53.980 sort of meekness and humility
NOTE Confidence: 0.95701146

00:25:54.039 --> 00:25:55.505 is very much prized, generally
NOTE Confidence: 0.95701146

00:25:55.505 --> 00:25:56.705 speaking, in the culture. And
NOTE Confidence: 0.95701146

00:25:56.705 --> 00:25:57.585 so I think something that

NOTE Confidence: 0.95701146

00:25:57.585 --> 00:25:59.365 I had to transition is

NOTE Confidence: 0.95701146

00:25:59.505 --> 00:26:01.025 to is, you know, understanding

NOTE Confidence: 0.95701146

00:26:01.025 --> 00:26:02.065 that kind of, like, speaking

NOTE Confidence: 0.95701146

00:26:02.065 --> 00:26:02.805 up or,

NOTE Confidence: 0.98906565

00:26:03.185 --> 00:26:04.145 what might be thought of

NOTE Confidence: 0.98906565

00:26:04.145 --> 00:26:05.345 as self promotion in my

NOTE Confidence: 0.98906565

00:26:05.345 --> 00:26:06.785 culture is more kind of

NOTE Confidence: 0.98906565

00:26:06.785 --> 00:26:07.285 normative,

NOTE Confidence: 0.98257166

00:26:07.869 --> 00:26:09.789 in in academics in general.

NOTE Confidence: 0.98257166

00:26:09.789 --> 00:26:10.669 And so that was certainly

NOTE Confidence: 0.98257166

00:26:10.669 --> 00:26:11.710 a transition point for me,

NOTE Confidence: 0.98257166

00:26:11.710 --> 00:26:12.590 and you can imagine that

NOTE Confidence: 0.98257166

00:26:12.590 --> 00:26:13.470 there there could be many

NOTE Confidence: 0.98257166

00:26:13.470 --> 00:26:15.470 other layers to that, depending

NOTE Confidence: 0.98257166

00:26:15.470 --> 00:26:16.210 on the context.

NOTE Confidence: 0.9650307

00:26:17.230 --> 00:26:17.869 I would love to hear
NOTE Confidence: 0.9650307

00:26:17.869 --> 00:26:18.990 from another group as well,
NOTE Confidence: 0.9650307

00:26:19.309 --> 00:26:20.835 to add on to what
NOTE Confidence: 0.9650307

00:26:20.835 --> 00:26:21.715 what you are thinking in
NOTE Confidence: 0.9650307

00:26:21.715 --> 00:26:22.915 terms of group identities and
NOTE Confidence: 0.9650307

00:26:22.915 --> 00:26:23.815 lived experiences.
NOTE Confidence: 0.96547896

00:26:25.395 --> 00:26:26.674 Group nine reached the same
NOTE Confidence: 0.96547896

00:26:26.674 --> 00:26:27.955 conclusions, by the way. Very
NOTE Confidence: 0.96547896

00:26:27.955 --> 00:26:28.934 similar conclusions.
NOTE Confidence: 0.95183754

00:26:29.315 --> 00:26:30.535 Great. Thanks, Jim.
NOTE Confidence: 0.9807645

00:26:31.395 --> 00:26:33.234 Hey, Abba. It's Andrea. I
NOTE Confidence: 0.9807645

00:26:33.234 --> 00:26:34.515 forget our group number,
NOTE Confidence: 0.94090426

00:26:35.539 --> 00:26:37.640 but we and so apologize
NOTE Confidence: 0.94090426

00:26:37.700 --> 00:26:38.899 for that. Maybe someone else
NOTE Confidence: 0.94090426

00:26:38.899 --> 00:26:39.859 in my group can chime
NOTE Confidence: 0.94090426

00:26:39.859 --> 00:26:41.379 in and remind us. But

NOTE Confidence: 0.94090426

00:26:41.539 --> 00:26:42.200 It's okay.

NOTE Confidence: 0.9599908

00:26:43.140 --> 00:26:44.340 I think, you know, we

NOTE Confidence: 0.9599908

00:26:44.340 --> 00:26:45.700 talked actually a lot about,

NOTE Confidence: 0.9599908

00:26:46.020 --> 00:26:46.919 prior experiences

NOTE Confidence: 0.989574

00:26:47.380 --> 00:26:48.820 in terms of clinical rotations

NOTE Confidence: 0.989574

00:26:48.820 --> 00:26:49.859 and events that might have

NOTE Confidence: 0.989574

00:26:49.859 --> 00:26:51.935 happened that could perpetuate someone's,

NOTE Confidence: 0.989574

00:26:51.935 --> 00:26:53.615 you know, subsequent behaviors or

NOTE Confidence: 0.989574

00:26:53.615 --> 00:26:55.455 inform how they are engaging

NOTE Confidence: 0.989574

00:26:55.455 --> 00:26:56.195 in in

NOTE Confidence: 0.9896989

00:26:56.655 --> 00:26:58.415 interactions within the medical environment.

NOTE Confidence: 0.9896989

00:26:58.415 --> 00:26:59.295 But then I think and

NOTE Confidence: 0.9896989

00:26:59.295 --> 00:27:00.175 we didn't get too much

NOTE Confidence: 0.9896989

00:27:00.175 --> 00:27:01.135 into this, but we talked

NOTE Confidence: 0.9896989

00:27:01.135 --> 00:27:02.115 a little bit about,

NOTE Confidence: 0.9880508

00:27:02.655 --> 00:27:04.115 how gender might play into
NOTE Confidence: 0.9880508

00:27:04.175 --> 00:27:05.650 the norms here as well
NOTE Confidence: 0.9880508

00:27:05.650 --> 00:27:07.570 as, just touched on a
NOTE Confidence: 0.9880508

00:27:07.570 --> 00:27:08.930 little bit of under folks
NOTE Confidence: 0.9880508

00:27:08.930 --> 00:27:10.630 who are underrepresented in medicine,
NOTE Confidence: 0.9880508

00:27:10.850 --> 00:27:12.230 you know, might not necessarily
NOTE Confidence: 0.9880508

00:27:12.450 --> 00:27:12.950 feel
NOTE Confidence: 0.9827657

00:27:13.250 --> 00:27:14.609 as comfortable or safe, you
NOTE Confidence: 0.9827657

00:27:14.609 --> 00:27:16.130 know, in an environment where
NOTE Confidence: 0.9827657

00:27:16.130 --> 00:27:17.570 there aren't as many people,
NOTE Confidence: 0.9827657

00:27:17.570 --> 00:27:18.310 you know,
NOTE Confidence: 0.93894607

00:27:18.850 --> 00:27:19.570 like themselves,
NOTE Confidence: 0.9840905

00:27:20.695 --> 00:27:21.895 might also be something at
NOTE Confidence: 0.9840905

00:27:21.895 --> 00:27:22.775 play here, but we don't
NOTE Confidence: 0.9840905

00:27:22.775 --> 00:27:23.734 know too much about doctor
NOTE Confidence: 0.9840905

00:27:23.734 --> 00:27:24.775 Stone as it relates to

NOTE Confidence: 0.9840905

00:27:24.775 --> 00:27:25.275 that.

NOTE Confidence: 0.9834679

00:27:25.575 --> 00:27:26.775 Yeah. Excellent. Thank you so

NOTE Confidence: 0.9834679

00:27:26.775 --> 00:27:27.815 much, Andrea, and and to

NOTE Confidence: 0.9834679

00:27:27.815 --> 00:27:28.855 the group for those comments.

NOTE Confidence: 0.9834679

00:27:28.855 --> 00:27:29.435 I think,

NOTE Confidence: 0.9561951

00:27:29.815 --> 00:27:30.695 gender is huge. You know,

NOTE Confidence: 0.9561951

00:27:30.695 --> 00:27:31.655 I think when as being

NOTE Confidence: 0.9561951

00:27:31.655 --> 00:27:32.695 in the equity space, I

NOTE Confidence: 0.9561951

00:27:32.695 --> 00:27:33.734 often hear a lot about

NOTE Confidence: 0.9561951

00:27:33.734 --> 00:27:35.675 people's experiences, especially our trainees,

NOTE Confidence: 0.96992606

00:27:36.299 --> 00:27:37.500 and, you know, very common

NOTE Confidence: 0.96992606

00:27:37.500 --> 00:27:38.700 for women to, you know,

NOTE Confidence: 0.96992606

00:27:38.700 --> 00:27:39.899 either be called sort of

NOTE Confidence: 0.96992606

00:27:39.899 --> 00:27:40.399 unprofessional

NOTE Confidence: 0.95964706

00:27:40.859 --> 00:27:42.460 things like sweetheart and honey

NOTE Confidence: 0.95964706

00:27:42.460 --> 00:27:43.759 by patients or families,
NOTE Confidence: 0.9943145

00:27:44.139 --> 00:27:45.019 but also a lot of,
NOTE Confidence: 0.9943145

00:27:45.019 --> 00:27:46.859 like, mistaken professional identity, which
NOTE Confidence: 0.9943145

00:27:46.859 --> 00:27:47.980 I'm sure people are aware
NOTE Confidence: 0.9943145

00:27:47.980 --> 00:27:49.179 of, you know, being mistaken
NOTE Confidence: 0.9943145

00:27:49.179 --> 00:27:50.415 as a nurse or a
NOTE Confidence: 0.9943145

00:27:50.415 --> 00:27:52.655 medical assistant despite introducing themselves
NOTE Confidence: 0.9943145

00:27:52.655 --> 00:27:53.315 as doctor.
NOTE Confidence: 0.9775099

00:27:53.855 --> 00:27:54.975 And so those kinds of
NOTE Confidence: 0.9775099

00:27:54.975 --> 00:27:56.494 things over time can certainly
NOTE Confidence: 0.9775099

00:27:56.494 --> 00:27:57.455 wear on one sense of
NOTE Confidence: 0.9775099

00:27:57.455 --> 00:27:58.515 identity and belonging.
NOTE Confidence: 0.92630243

00:27:58.895 --> 00:28:00.175 Certainly the case also with
NOTE Confidence: 0.92630243

00:28:00.175 --> 00:28:00.675 underrepresentation,
NOTE Confidence: 0.96575373

00:28:01.935 --> 00:28:03.560 and people having adverse experiences
NOTE Confidence: 0.96575373

00:28:03.560 --> 00:28:04.679 in the past and make

NOTE Confidence: 0.96575373

00:28:04.679 --> 00:28:05.800 them feel like perhaps they

NOTE Confidence: 0.96575373

00:28:05.800 --> 00:28:07.480 they shouldn't speak up, because

NOTE Confidence: 0.96575373

00:28:07.480 --> 00:28:09.160 when they did previously maybe

NOTE Confidence: 0.96575373

00:28:09.160 --> 00:28:10.600 it had a negative consequence.

NOTE Confidence: 0.96575373

00:28:10.600 --> 00:28:12.040 So so really important points

NOTE Confidence: 0.96575373

00:28:12.040 --> 00:28:13.420 there. Thank you.

NOTE Confidence: 0.9657526

00:28:14.359 --> 00:28:15.640 We're gonna transition to the

NOTE Confidence: 0.9657526

00:28:15.640 --> 00:28:16.920 last question, which is asking

NOTE Confidence: 0.9657526

00:28:16.920 --> 00:28:18.794 you to think critically about

NOTE Confidence: 0.9657526

00:28:18.794 --> 00:28:19.994 if you were that attending

NOTE Confidence: 0.9657526

00:28:19.994 --> 00:28:20.794 or you were that,

NOTE Confidence: 0.9575798

00:28:21.355 --> 00:28:22.395 fellow, you were kind of

NOTE Confidence: 0.9575798

00:28:22.395 --> 00:28:23.595 in a role of of

NOTE Confidence: 0.9575798

00:28:23.595 --> 00:28:24.095 supervision,

NOTE Confidence: 0.98897135

00:28:24.715 --> 00:28:26.315 how might you think about

NOTE Confidence: 0.98897135

00:28:26.315 --> 00:28:27.994 navigating next steps if if
NOTE Confidence: 0.98897135

00:28:27.994 --> 00:28:29.755 you suspected that imposter syndrome
NOTE Confidence: 0.98897135

00:28:29.755 --> 00:28:30.955 was playing a role in
NOTE Confidence: 0.98897135

00:28:30.955 --> 00:28:32.174 doctor Stone's performance?
NOTE Confidence: 0.98456335

00:28:34.059 --> 00:28:35.580 I'll go. I'm Anisha. I'm
NOTE Confidence: 0.98456335

00:28:35.580 --> 00:28:37.100 a hospitalist. I'm from group
NOTE Confidence: 0.98456335

00:28:37.100 --> 00:28:38.139 eight. We had a lot
NOTE Confidence: 0.98456335

00:28:38.139 --> 00:28:39.679 of great discussion around,
NOTE Confidence: 0.93316454

00:28:39.980 --> 00:28:41.659 number three. There were some
NOTE Confidence: 0.93316454

00:28:41.659 --> 00:28:42.559 awesome ideas.
NOTE Confidence: 0.9979854

00:28:43.419 --> 00:28:44.559 One person suggested,
NOTE Confidence: 0.9530372

00:28:44.860 --> 00:28:46.240 you know, potentially giving,
NOTE Confidence: 0.9366519

00:28:46.765 --> 00:28:48.365 her a learner to have
NOTE Confidence: 0.9366519

00:28:48.365 --> 00:28:50.065 the opportunity to share and
NOTE Confidence: 0.9366519

00:28:50.205 --> 00:28:51.665 impart knowledge might be,
NOTE Confidence: 0.98114246

00:28:52.365 --> 00:28:53.485 an opportunity to kind of

NOTE Confidence: 0.98114246
00:28:53.485 --> 00:28:54.765 reflect on actually how much
NOTE Confidence: 0.98114246
00:28:54.765 --> 00:28:55.745 she does know,
NOTE Confidence: 0.9973931
00:28:56.525 --> 00:28:57.965 and sort of change her
NOTE Confidence: 0.9973931
00:28:57.965 --> 00:28:59.405 perspective in terms of her
NOTE Confidence: 0.9973931
00:28:59.405 --> 00:29:00.545 her knowledge base.
NOTE Confidence: 0.78416425
00:29:01.405 --> 00:29:01.905 There
NOTE Confidence: 0.9509248
00:29:02.659 --> 00:29:04.419 with a suggestion, like, could
NOTE Confidence: 0.9509248
00:29:04.419 --> 00:29:06.340 you potentially review the times
NOTE Confidence: 0.9509248
00:29:06.340 --> 00:29:07.559 that she asked for confirmation
NOTE Confidence: 0.98582363
00:29:07.860 --> 00:29:08.980 around the plan and kind
NOTE Confidence: 0.98582363
00:29:08.980 --> 00:29:10.100 of review how many times
NOTE Confidence: 0.98582363
00:29:10.100 --> 00:29:11.460 did the plan actually diverge
NOTE Confidence: 0.98582363
00:29:11.460 --> 00:29:13.000 from what she had proposed
NOTE Confidence: 0.98582363
00:29:13.140 --> 00:29:14.500 and sort of see if
NOTE Confidence: 0.98582363
00:29:14.500 --> 00:29:15.620 we could build her confidence
NOTE Confidence: 0.98582363

00:29:15.620 --> 00:29:17.299 around her clinical decision making
NOTE Confidence: 0.98582363

00:29:17.299 --> 00:29:17.960 that way.
NOTE Confidence: 0.9708534

00:29:20.075 --> 00:29:21.914 Potentially exploring, like, the mental
NOTE Confidence: 0.9708534

00:29:21.914 --> 00:29:22.735 and physiologic
NOTE Confidence: 0.9737219

00:29:23.835 --> 00:29:25.355 signals to her when she's
NOTE Confidence: 0.9737219

00:29:25.355 --> 00:29:27.054 starting to feel that anxiety
NOTE Confidence: 0.9737219

00:29:27.115 --> 00:29:29.195 around an imposter syndrome type,
NOTE Confidence: 0.8988952

00:29:29.914 --> 00:29:31.215 response and whether
NOTE Confidence: 0.9869043

00:29:31.880 --> 00:29:33.260 there's a way to start
NOTE Confidence: 0.9869043

00:29:33.320 --> 00:29:35.180 recognizing that signal in herself,
NOTE Confidence: 0.99658376

00:29:35.880 --> 00:29:37.820 just as an awareness mechanism.
NOTE Confidence: 0.9972212

00:29:38.600 --> 00:29:40.060 And then the last suggestion
NOTE Confidence: 0.9972212

00:29:40.200 --> 00:29:41.560 that we had was, you
NOTE Confidence: 0.9972212

00:29:41.560 --> 00:29:42.300 know, maybe
NOTE Confidence: 0.9525763

00:29:43.000 --> 00:29:44.355 in a learner like this,
NOTE Confidence: 0.93533516

00:29:44.995 --> 00:29:46.595 we need to, as teachers,

NOTE Confidence: 0.93533516

00:29:46.595 --> 00:29:48.054 kind of change how we're

NOTE Confidence: 0.93533516

00:29:48.115 --> 00:29:48.615 assessing,

NOTE Confidence: 0.9880493

00:29:49.235 --> 00:29:50.355 her knowledge base or her

NOTE Confidence: 0.9880493

00:29:50.355 --> 00:29:51.554 plan. So either changing the

NOTE Confidence: 0.9880493

00:29:51.554 --> 00:29:52.054 setting

NOTE Confidence: 0.9608008

00:29:52.434 --> 00:29:54.275 to be a more safe,

NOTE Confidence: 0.9608008

00:29:54.515 --> 00:29:56.275 psychological setting or changing the

NOTE Confidence: 0.9608008

00:29:56.275 --> 00:29:57.554 type of assessment where it's

NOTE Confidence: 0.9608008

00:29:57.554 --> 00:29:58.695 not necessarily like

NOTE Confidence: 0.9828776

00:29:59.110 --> 00:30:00.390 on rounds in front of

NOTE Confidence: 0.9828776

00:30:00.390 --> 00:30:01.590 everyone you're being asked to

NOTE Confidence: 0.9828776

00:30:01.590 --> 00:30:02.409 give an answer.

NOTE Confidence: 0.96692854

00:30:03.750 --> 00:30:05.350 Absolutely. I I love those,

NOTE Confidence: 0.96692854

00:30:05.350 --> 00:30:06.470 and I see a comment,

NOTE Confidence: 0.96692854

00:30:06.710 --> 00:30:07.909 also in the chat from

NOTE Confidence: 0.96692854

00:30:07.909 --> 00:30:08.950 Chris. Important to make sure

NOTE Confidence: 0.96692854

00:30:08.950 --> 00:30:09.990 that an attempt to discuss

NOTE Confidence: 0.96692854

00:30:09.990 --> 00:30:11.635 with doctor Stone does not

NOTE Confidence: 0.96692854

00:30:11.635 --> 00:30:13.655 reinforce the, unfortunately, typical gendered

NOTE Confidence: 0.96692854

00:30:13.955 --> 00:30:15.475 be more vocal feedback, which

NOTE Confidence: 0.96692854

00:30:15.475 --> 00:30:16.434 is a really great point

NOTE Confidence: 0.96692854

00:30:16.434 --> 00:30:17.075 as well.

NOTE Confidence: 0.98862004

00:30:17.395 --> 00:30:18.275 And I love that some

NOTE Confidence: 0.98862004

00:30:18.275 --> 00:30:19.315 of the suggestions were sort

NOTE Confidence: 0.98862004

00:30:19.315 --> 00:30:20.595 of a mix of thinking

NOTE Confidence: 0.98862004

00:30:20.595 --> 00:30:21.715 about ways to support her,

NOTE Confidence: 0.98862004

00:30:21.715 --> 00:30:22.675 and I love the idea

NOTE Confidence: 0.98862004

00:30:22.675 --> 00:30:23.875 of giving her someone more

NOTE Confidence: 0.98862004

00:30:23.875 --> 00:30:24.835 junior to give her a

NOTE Confidence: 0.98862004

00:30:24.835 --> 00:30:26.650 chance to demonstrate what she

NOTE Confidence: 0.98862004

00:30:26.650 --> 00:30:27.850 knows. We'll actually chat about

NOTE Confidence: 0.98862004

00:30:27.850 --> 00:30:28.670 that in a moment.

NOTE Confidence: 0.9495408

00:30:29.530 --> 00:30:31.130 As well as also thinking

NOTE Confidence: 0.9495408

00:30:31.130 --> 00:30:32.010 about the way that our

NOTE Confidence: 0.9495408

00:30:32.010 --> 00:30:33.370 our environment can be adjusted

NOTE Confidence: 0.9495408

00:30:33.370 --> 00:30:34.490 perhaps to make her help

NOTE Confidence: 0.9495408

00:30:34.490 --> 00:30:35.610 her thrive more, and so

NOTE Confidence: 0.9495408

00:30:35.610 --> 00:30:36.730 kind of thinking about that

NOTE Confidence: 0.9495408

00:30:36.730 --> 00:30:37.929 from both lenses, which is

NOTE Confidence: 0.9495408

00:30:37.929 --> 00:30:38.429 great.

NOTE Confidence: 0.9629185

00:30:38.730 --> 00:30:39.770 We are gonna move on

NOTE Confidence: 0.9629185

00:30:39.770 --> 00:30:40.730 in the interest of time.

NOTE Confidence: 0.9629185

00:30:40.730 --> 00:30:41.630 I love those

NOTE Confidence: 0.9387767

00:30:42.165 --> 00:30:43.525 responses. I it's clear to

NOTE Confidence: 0.9387767

00:30:43.525 --> 00:30:44.405 me that those are very

NOTE Confidence: 0.9387767

00:30:44.405 --> 00:30:46.085 rich discussion groups. So thank

NOTE Confidence: 0.9387767

00:30:46.085 --> 00:30:46.985 you for participating.
NOTE Confidence: 0.95912737

00:30:48.485 --> 00:30:49.845 So now we're gonna segue
NOTE Confidence: 0.95912737

00:30:49.845 --> 00:30:51.205 into a little bit of
NOTE Confidence: 0.95912737

00:30:51.205 --> 00:30:52.805 a discussion about kind of
NOTE Confidence: 0.95912737

00:30:52.805 --> 00:30:54.565 concrete ways to identify imposter
NOTE Confidence: 0.95912737

00:30:54.565 --> 00:30:55.685 syndrome in your learners and
NOTE Confidence: 0.95912737

00:30:55.685 --> 00:30:56.805 then wrap up with some
NOTE Confidence: 0.95912737

00:30:56.805 --> 00:30:57.465 of the strategies.
NOTE Confidence: 0.98069125

00:30:58.540 --> 00:31:00.220 So common symptoms. So as
NOTE Confidence: 0.98069125

00:31:00.220 --> 00:31:01.420 as some of this was
NOTE Confidence: 0.98069125

00:31:01.420 --> 00:31:02.780 clear in the case, but
NOTE Confidence: 0.98069125

00:31:02.780 --> 00:31:03.820 I think it's really important
NOTE Confidence: 0.98069125

00:31:03.820 --> 00:31:04.880 that when we
NOTE Confidence: 0.94128585

00:31:05.340 --> 00:31:06.480 see someone who's,
NOTE Confidence: 0.95067966

00:31:07.340 --> 00:31:08.780 seems reticent to speak up,
NOTE Confidence: 0.95067966

00:31:08.780 --> 00:31:09.900 like on rounds or in

NOTE Confidence: 0.95067966

00:31:09.900 --> 00:31:11.525 another kind of public setting,

NOTE Confidence: 0.95067966

00:31:11.525 --> 00:31:12.885 that we don't automatically assume

NOTE Confidence: 0.95067966

00:31:12.885 --> 00:31:13.684 that it's because of a

NOTE Confidence: 0.95067966

00:31:13.684 --> 00:31:14.585 knowledge deficit

NOTE Confidence: 0.93274593

00:31:15.045 --> 00:31:16.005 or some other kind of

NOTE Confidence: 0.93274593

00:31:16.005 --> 00:31:17.045 gap. But it could be

NOTE Confidence: 0.93274593

00:31:17.045 --> 00:31:18.245 driven by imposter syndrome, I

NOTE Confidence: 0.93274593

00:31:18.245 --> 00:31:19.705 think in many cases maybe.

NOTE Confidence: 0.9653247

00:31:20.565 --> 00:31:21.845 Again, as I mentioned during

NOTE Confidence: 0.9653247

00:31:21.845 --> 00:31:22.825 the perfectionist,

NOTE Confidence: 0.9771851

00:31:23.890 --> 00:31:25.490 kind of phenotype of impostor

NOTE Confidence: 0.9771851

00:31:25.490 --> 00:31:26.870 syndrome, if we see someone

NOTE Confidence: 0.9771851

00:31:27.010 --> 00:31:28.130 who's always late on their

NOTE Confidence: 0.9771851

00:31:28.130 --> 00:31:29.410 progress notes or, you know,

NOTE Confidence: 0.9771851

00:31:29.410 --> 00:31:31.490 maybe missing deadlines constantly on

NOTE Confidence: 0.9771851

00:31:31.490 --> 00:31:33.170 scholarly projects, we should at
NOTE Confidence: 0.9771851

00:31:33.170 --> 00:31:34.370 least bear in mind that
NOTE Confidence: 0.9771851

00:31:34.370 --> 00:31:35.410 part of this might be
NOTE Confidence: 0.9771851

00:31:35.410 --> 00:31:36.870 due to impostor syndrome.
NOTE Confidence: 0.9907383

00:31:37.835 --> 00:31:39.515 Because folks with imposter syndrome,
NOTE Confidence: 0.96800107

00:31:40.075 --> 00:31:41.695 may have the soloist phenotype
NOTE Confidence: 0.96800107

00:31:41.835 --> 00:31:43.355 of feeling like they're successful
NOTE Confidence: 0.96800107

00:31:43.355 --> 00:31:44.395 only when they're doing it
NOTE Confidence: 0.96800107

00:31:44.395 --> 00:31:45.995 all on their own, if
NOTE Confidence: 0.96800107

00:31:45.995 --> 00:31:47.355 we see that, they're kind
NOTE Confidence: 0.96800107

00:31:47.355 --> 00:31:48.555 of pushing people away when
NOTE Confidence: 0.96800107

00:31:48.555 --> 00:31:49.595 help is offered, that could
NOTE Confidence: 0.96800107

00:31:49.595 --> 00:31:50.875 also be a sign that
NOTE Confidence: 0.96800107

00:31:50.875 --> 00:31:52.700 this is going on. Defensiveness
NOTE Confidence: 0.96800107

00:31:52.919 --> 00:31:54.919 to constructive feedback because already
NOTE Confidence: 0.96800107

00:31:54.919 --> 00:31:56.919 there's this kind of, baseline

NOTE Confidence: 0.96800107

00:31:56.919 --> 00:31:58.279 view of not belonging. So

NOTE Confidence: 0.96800107

00:31:58.279 --> 00:31:59.559 if anyone says something that

NOTE Confidence: 0.96800107

00:31:59.559 --> 00:32:00.840 is perceived in any way

NOTE Confidence: 0.96800107

00:32:00.840 --> 00:32:02.200 to be critical, that can

NOTE Confidence: 0.96800107

00:32:02.200 --> 00:32:03.480 reinforce the sense like, oh,

NOTE Confidence: 0.96800107

00:32:03.480 --> 00:32:04.440 of course, I'm a fake.

NOTE Confidence: 0.96800107

00:32:04.440 --> 00:32:05.399 Someone just told me I

NOTE Confidence: 0.96800107

00:32:05.399 --> 00:32:06.715 need to improve on my

NOTE Confidence: 0.96800107

00:32:06.715 --> 00:32:08.075 oral presentation. So, you know,

NOTE Confidence: 0.96800107

00:32:08.075 --> 00:32:09.434 clearly, I don't belong, you

NOTE Confidence: 0.96800107

00:32:09.434 --> 00:32:10.154 know, I don't,

NOTE Confidence: 0.9865691

00:32:10.475 --> 00:32:11.355 deserve to be here. I

NOTE Confidence: 0.9865691

00:32:11.355 --> 00:32:12.715 don't belong here. And then

NOTE Confidence: 0.9865691

00:32:12.715 --> 00:32:15.115 lastly, discounting the reinforcing feedback

NOTE Confidence: 0.9865691

00:32:15.115 --> 00:32:16.315 because, again, there's a sort

NOTE Confidence: 0.9865691

00:32:16.315 --> 00:32:17.455 of duality of,
NOTE Confidence: 0.9660125

00:32:17.835 --> 00:32:19.274 not why the constructive feedback
NOTE Confidence: 0.9660125

00:32:19.274 --> 00:32:20.700 because it can push at
NOTE Confidence: 0.9660125

00:32:20.700 --> 00:32:21.980 that sense of not belonging,
NOTE Confidence: 0.9660125

00:32:21.980 --> 00:32:23.179 but also having trouble when
NOTE Confidence: 0.9660125

00:32:23.179 --> 00:32:24.620 people say things that are
NOTE Confidence: 0.9660125

00:32:24.620 --> 00:32:26.400 reinforcing or positive because,
NOTE Confidence: 0.9905138

00:32:27.340 --> 00:32:29.260 they'll automatically want to attribute
NOTE Confidence: 0.9905138

00:32:29.260 --> 00:32:30.300 that to something else but
NOTE Confidence: 0.9905138

00:32:30.300 --> 00:32:31.280 their own success.
NOTE Confidence: 0.9717497

00:32:31.985 --> 00:32:33.585 So importantly, I I like
NOTE Confidence: 0.9717497

00:32:33.585 --> 00:32:34.545 to think about this kind
NOTE Confidence: 0.9717497

00:32:34.545 --> 00:32:35.345 of in the sense of,
NOTE Confidence: 0.9717497

00:32:35.345 --> 00:32:36.785 like, being a differential. Right?
NOTE Confidence: 0.9717497

00:32:36.785 --> 00:32:38.385 So I'm not implying that
NOTE Confidence: 0.9717497

00:32:38.385 --> 00:32:40.165 imposter syndrome is the only

NOTE Confidence: 0.9833346
00:32:40.465 --> 00:32:42.065 reason that one might see,
NOTE Confidence: 0.9833346
00:32:42.305 --> 00:32:43.045 these manifestations,
NOTE Confidence: 0.99217135
00:32:43.745 --> 00:32:44.705 but I think it definitely
NOTE Confidence: 0.99217135
00:32:44.705 --> 00:32:46.260 should be considered as part
NOTE Confidence: 0.99217135
00:32:46.260 --> 00:32:47.460 of what might be going
NOTE Confidence: 0.99217135
00:32:47.460 --> 00:32:48.500 on in, you know, in
NOTE Confidence: 0.99217135
00:32:48.500 --> 00:32:49.860 any kind of scenario with
NOTE Confidence: 0.99217135
00:32:49.860 --> 00:32:50.520 a learner.
NOTE Confidence: 0.9444759
00:32:50.900 --> 00:32:52.100 And oftentimes, as we all
NOTE Confidence: 0.9444759
00:32:52.100 --> 00:32:53.540 know, many times if someone's
NOTE Confidence: 0.9444759
00:32:53.540 --> 00:32:54.580 not performing well or if
NOTE Confidence: 0.9444759
00:32:54.580 --> 00:32:55.780 if certain things or patterns
NOTE Confidence: 0.9444759
00:32:55.780 --> 00:32:58.040 are noted, it's usually multifactorial.
NOTE Confidence: 0.98987955
00:32:58.420 --> 00:32:59.140 So you can think that,
NOTE Confidence: 0.98987955
00:32:59.140 --> 00:33:00.340 you know, imposter syndrome might
NOTE Confidence: 0.98987955

00:33:00.340 --> 00:33:01.160 might be related.
NOTE Confidence: 0.99086404

00:33:02.085 --> 00:33:02.565 So,
NOTE Confidence: 0.9761008

00:33:03.125 --> 00:33:04.645 importantly, creating an, you know,
NOTE Confidence: 0.9761008

00:33:04.645 --> 00:33:06.325 an inviting learning environment is
NOTE Confidence: 0.9761008

00:33:06.325 --> 00:33:07.285 is one of the ways
NOTE Confidence: 0.9761008

00:33:07.285 --> 00:33:08.965 to to help reduce the
NOTE Confidence: 0.9761008

00:33:08.965 --> 00:33:10.485 ways that imposter syndrome can
NOTE Confidence: 0.9761008

00:33:10.485 --> 00:33:10.985 manifest.
NOTE Confidence: 0.999331

00:33:11.684 --> 00:33:13.044 I think asking open ended
NOTE Confidence: 0.999331

00:33:13.044 --> 00:33:14.105 questions proactively
NOTE Confidence: 0.99626267

00:33:14.405 --> 00:33:16.165 about learner experiences can be
NOTE Confidence: 0.99626267

00:33:16.165 --> 00:33:16.905 really useful.
NOTE Confidence: 0.9915723

00:33:17.210 --> 00:33:18.170 You know, something that I've
NOTE Confidence: 0.9915723

00:33:18.170 --> 00:33:19.370 started to do with my
NOTE Confidence: 0.9915723

00:33:19.370 --> 00:33:19.870 advisees
NOTE Confidence: 0.9879707

00:33:20.170 --> 00:33:20.670 is,

NOTE Confidence: 0.9720296

00:33:21.130 --> 00:33:22.250 when I first meet them

NOTE Confidence: 0.9720296

00:33:22.250 --> 00:33:23.050 as part of our sort

NOTE Confidence: 0.9720296

00:33:23.050 --> 00:33:24.410 of intro session where I

NOTE Confidence: 0.9720296

00:33:24.490 --> 00:33:25.690 we talk about their goals

NOTE Confidence: 0.9720296

00:33:25.690 --> 00:33:26.490 and how I can be

NOTE Confidence: 0.9720296

00:33:26.490 --> 00:33:27.930 helpful and anything else they

NOTE Confidence: 0.9720296

00:33:27.930 --> 00:33:28.890 want me to learn about

NOTE Confidence: 0.9720296

00:33:28.890 --> 00:33:29.630 their background,

NOTE Confidence: 0.9556186

00:33:30.090 --> 00:33:31.370 I I started have started

NOTE Confidence: 0.9556186

00:33:31.370 --> 00:33:32.645 added. I've started to add

NOTE Confidence: 0.9556186

00:33:32.645 --> 00:33:33.924 something like, you know, this

NOTE Confidence: 0.9556186

00:33:33.924 --> 00:33:35.125 might not be part of

NOTE Confidence: 0.9556186

00:33:35.125 --> 00:33:36.645 your experience while you're here,

NOTE Confidence: 0.9556186

00:33:36.645 --> 00:33:37.525 but just so that you

NOTE Confidence: 0.9556186

00:33:37.525 --> 00:33:38.025 know,

NOTE Confidence: 0.9849487

00:33:38.885 --> 00:33:39.924 I know that I've encountered
NOTE Confidence: 0.9849487

00:33:39.924 --> 00:33:41.125 lots of learners who who
NOTE Confidence: 0.9849487

00:33:41.125 --> 00:33:42.164 don't feel like they belong
NOTE Confidence: 0.9849487

00:33:42.164 --> 00:33:42.804 here and they may be
NOTE Confidence: 0.9849487

00:33:42.804 --> 00:33:44.725 experiencing imposter syndrome. So if
NOTE Confidence: 0.9849487

00:33:44.725 --> 00:33:46.050 that's ever something that's on
NOTE Confidence: 0.9849487

00:33:46.050 --> 00:33:47.090 your mind where you you're
NOTE Confidence: 0.9849487

00:33:47.090 --> 00:33:47.890 feeling like a fake or
NOTE Confidence: 0.9849487

00:33:47.890 --> 00:33:49.170 you're feeling like you don't
NOTE Confidence: 0.9849487

00:33:49.170 --> 00:33:50.690 belong here, please know that
NOTE Confidence: 0.9849487

00:33:50.690 --> 00:33:51.650 that's something that you can
NOTE Confidence: 0.9849487

00:33:51.650 --> 00:33:52.450 come to me with. And
NOTE Confidence: 0.9849487

00:33:52.450 --> 00:33:53.330 so that just kind of
NOTE Confidence: 0.9849487

00:33:53.330 --> 00:33:54.930 opens that door and also
NOTE Confidence: 0.9849487

00:33:54.930 --> 00:33:56.370 normalizes that this is an
NOTE Confidence: 0.9849487

00:33:56.370 --> 00:33:57.430 exceedingly common,

NOTE Confidence: 0.9671938

00:33:57.890 --> 00:33:59.595 phenomenon because I think one

NOTE Confidence: 0.9671938

00:33:59.595 --> 00:34:00.395 of the ways in which

NOTE Confidence: 0.9671938

00:34:00.395 --> 00:34:02.155 imposter syndrome thrive thrives is

NOTE Confidence: 0.9671938

00:34:02.155 --> 00:34:03.615 if it stays in isolation.

NOTE Confidence: 0.9671938

00:34:03.674 --> 00:34:04.715 People stay in their own

NOTE Confidence: 0.9671938

00:34:04.715 --> 00:34:05.835 heads. They have that cycle,

NOTE Confidence: 0.9671938

00:34:05.835 --> 00:34:07.434 that internal dialogue, and they

NOTE Confidence: 0.9671938

00:34:07.434 --> 00:34:08.475 tend to think that they're

NOTE Confidence: 0.9671938

00:34:08.475 --> 00:34:10.155 really the only person who

NOTE Confidence: 0.9671938

00:34:10.155 --> 00:34:11.675 doesn't experience a sense of

NOTE Confidence: 0.9671938

00:34:11.675 --> 00:34:12.175 belonging,

NOTE Confidence: 0.9984232

00:34:12.715 --> 00:34:13.755 which is which is clearly

NOTE Confidence: 0.9984232

00:34:13.755 --> 00:34:14.575 not the case.

NOTE Confidence: 0.979731

00:34:14.960 --> 00:34:16.160 And then sharing your own

NOTE Confidence: 0.979731

00:34:16.160 --> 00:34:17.779 experiences as an educator,

NOTE Confidence: 0.9534479

00:34:18.079 --> 00:34:19.279 times where you were unsure
NOTE Confidence: 0.9534479

00:34:19.279 --> 00:34:20.400 of yourself when you may
NOTE Confidence: 0.9534479

00:34:20.400 --> 00:34:21.440 have felt like an academic
NOTE Confidence: 0.9534479

00:34:21.440 --> 00:34:23.119 fraud, again, can help to
NOTE Confidence: 0.9534479

00:34:23.119 --> 00:34:24.819 enhance a culture of psychological
NOTE Confidence: 0.9534479

00:34:25.039 --> 00:34:26.019 safety, vulnerability,
NOTE Confidence: 0.9985682

00:34:26.719 --> 00:34:28.000 and helps to to prevent
NOTE Confidence: 0.9985682

00:34:28.000 --> 00:34:28.739 that isolation.
NOTE Confidence: 0.9680977

00:34:30.035 --> 00:34:32.275 Curiosity curiosity and humility also,
NOTE Confidence: 0.9680977

00:34:32.275 --> 00:34:33.795 I think, are extraordinarily important
NOTE Confidence: 0.9680977

00:34:33.795 --> 00:34:34.835 in terms of supporting our
NOTE Confidence: 0.9680977

00:34:34.835 --> 00:34:36.675 learners. So creating space for
NOTE Confidence: 0.9680977

00:34:36.675 --> 00:34:38.375 learners to express their concerns.
NOTE Confidence: 0.97910464

00:34:38.755 --> 00:34:39.795 You know, perhaps they have
NOTE Confidence: 0.97910464

00:34:39.795 --> 00:34:41.575 been in unsafe learning environments
NOTE Confidence: 0.97910464

00:34:41.715 --> 00:34:42.835 in the past, and that's

NOTE Confidence: 0.97910464

00:34:42.835 --> 00:34:43.895 actually exacerbating

NOTE Confidence: 0.98185927

00:34:44.275 --> 00:34:46.460 their learning environment because of,

NOTE Confidence: 0.98185927

00:34:46.460 --> 00:34:48.719 you know, race, gender, religion,

NOTE Confidence: 0.98185927

00:34:48.780 --> 00:34:49.680 another underrepresented

NOTE Confidence: 0.98917353

00:34:50.060 --> 00:34:52.400 or stigmatized status. And so

NOTE Confidence: 0.98917353

00:34:52.619 --> 00:34:53.900 being able to, again, open

NOTE Confidence: 0.98917353

00:34:53.900 --> 00:34:55.099 those lines of communication to

NOTE Confidence: 0.98917353

00:34:55.099 --> 00:34:56.540 understand that context is very

NOTE Confidence: 0.98917353

00:34:56.540 --> 00:34:57.040 important.

NOTE Confidence: 0.98656756

00:34:57.585 --> 00:34:58.785 Making sure that when we're

NOTE Confidence: 0.98656756

00:34:58.785 --> 00:34:59.744 engaging with our learners, I

NOTE Confidence: 0.98656756

00:34:59.744 --> 00:35:00.225 think one of the best

NOTE Confidence: 0.98656756

00:35:00.225 --> 00:35:01.025 things that we can do

NOTE Confidence: 0.98656756

00:35:01.025 --> 00:35:01.744 is say when we don't

NOTE Confidence: 0.98656756

00:35:01.744 --> 00:35:02.785 know something or when we

NOTE Confidence: 0.98656756

00:35:02.785 --> 00:35:04.085 have to look something up
NOTE Confidence: 0.98656756

00:35:04.145 --> 00:35:05.265 so that they don't get
NOTE Confidence: 0.98656756

00:35:05.265 --> 00:35:06.625 the sense that all the
NOTE Confidence: 0.98656756

00:35:06.625 --> 00:35:08.325 people who are educating them
NOTE Confidence: 0.98656756

00:35:08.385 --> 00:35:10.145 have, you know, perfectly understood
NOTE Confidence: 0.98656756

00:35:10.145 --> 00:35:11.505 everything that's going on and
NOTE Confidence: 0.98656756

00:35:11.505 --> 00:35:12.625 never need to study something
NOTE Confidence: 0.98656756

00:35:12.625 --> 00:35:13.619 or get clarification,
NOTE Confidence: 0.9857429

00:35:13.920 --> 00:35:15.119 it can really enhance that
NOTE Confidence: 0.9857429

00:35:15.119 --> 00:35:16.320 sense that we're all lifelong
NOTE Confidence: 0.9857429

00:35:16.320 --> 00:35:16.820 learners,
NOTE Confidence: 0.998133

00:35:17.440 --> 00:35:18.739 as well as taking accountability
NOTE Confidence: 0.9287992

00:35:19.040 --> 00:35:20.480 when, you know, we could
NOTE Confidence: 0.9287992

00:35:20.480 --> 00:35:21.700 have done something better,
NOTE Confidence: 0.9894982

00:35:22.080 --> 00:35:23.540 so that we can model
NOTE Confidence: 0.9894982

00:35:23.760 --> 00:35:24.880 sort of that practice of

NOTE Confidence: 0.9894982

00:35:24.880 --> 00:35:26.800 taking accountability for missteps and

NOTE Confidence: 0.9894982

00:35:26.800 --> 00:35:27.920 having more of this kind

NOTE Confidence: 0.9894982

00:35:27.920 --> 00:35:28.820 of growth mindset.

NOTE Confidence: 0.9965871

00:35:29.785 --> 00:35:31.065 So as far as concrete

NOTE Confidence: 0.9965871

00:35:31.065 --> 00:35:32.185 strategies that you may be

NOTE Confidence: 0.9965871

00:35:32.185 --> 00:35:33.145 able to share with your

NOTE Confidence: 0.9965871

00:35:33.145 --> 00:35:33.645 learners,

NOTE Confidence: 0.9916709

00:35:34.344 --> 00:35:35.785 I think personal experiences are

NOTE Confidence: 0.9916709

00:35:35.785 --> 00:35:36.285 huge.

NOTE Confidence: 0.95999485

00:35:36.745 --> 00:35:38.585 So if you encountered imposter

NOTE Confidence: 0.95999485

00:35:38.585 --> 00:35:39.785 syndrome and, you know, have

NOTE Confidence: 0.95999485

00:35:39.785 --> 00:35:41.305 had experiences where you feel

NOTE Confidence: 0.95999485

00:35:41.305 --> 00:35:42.980 like you don't belong, Share

NOTE Confidence: 0.95999485

00:35:42.980 --> 00:35:43.859 what you have done to

NOTE Confidence: 0.95999485

00:35:43.859 --> 00:35:44.900 try to navigate that. And

NOTE Confidence: 0.95999485

00:35:44.900 --> 00:35:46.099 clearly from the discussion groups,

NOTE Confidence: 0.95999485

00:35:46.099 --> 00:35:47.299 there's already a lot of

NOTE Confidence: 0.95999485

00:35:47.299 --> 00:35:48.980 wisdom, in that direction because

NOTE Confidence: 0.95999485

00:35:48.980 --> 00:35:49.859 I think that can really

NOTE Confidence: 0.95999485

00:35:49.859 --> 00:35:51.160 promote professional belonging

NOTE Confidence: 0.965728

00:35:51.619 --> 00:35:53.079 and normalize conversations

NOTE Confidence: 0.99981314

00:35:53.460 --> 00:35:54.440 about this topic.

NOTE Confidence: 0.96287996

00:35:55.575 --> 00:35:57.175 Lifelong learning in medicine is

NOTE Confidence: 0.96287996

00:35:57.175 --> 00:35:58.295 just part of of being

NOTE Confidence: 0.96287996

00:35:58.295 --> 00:35:59.575 a health care professional, and

NOTE Confidence: 0.96287996

00:35:59.575 --> 00:36:00.614 so you might find that

NOTE Confidence: 0.96287996

00:36:00.614 --> 00:36:02.315 your learners are misattributing,

NOTE Confidence: 0.98554975

00:36:03.655 --> 00:36:05.175 a gap in some clinical

NOTE Confidence: 0.98554975

00:36:05.175 --> 00:36:06.555 knowledge as some kind of

NOTE Confidence: 0.98554975

00:36:06.695 --> 00:36:08.550 internal fixed deficit as opposed

NOTE Confidence: 0.98554975

00:36:08.550 --> 00:36:09.610 to the fact that

NOTE Confidence: 0.97847986

00:36:09.910 --> 00:36:11.030 they're here on a a

NOTE Confidence: 0.97847986

00:36:11.030 --> 00:36:12.390 journey. They will continue to

NOTE Confidence: 0.97847986

00:36:12.390 --> 00:36:13.670 learn and grow. They're not

NOTE Confidence: 0.97847986

00:36:13.670 --> 00:36:14.970 expected to know everything.

NOTE Confidence: 0.9680035

00:36:15.430 --> 00:36:16.550 And even if they're noted

NOTE Confidence: 0.9680035

00:36:16.550 --> 00:36:18.150 to be below the curve,

NOTE Confidence: 0.9680035

00:36:18.150 --> 00:36:19.670 there's ways to provide coaching

NOTE Confidence: 0.9680035

00:36:19.670 --> 00:36:20.710 and support to get them

NOTE Confidence: 0.9680035

00:36:20.710 --> 00:36:21.430 to where they need to

NOTE Confidence: 0.9680035

00:36:21.430 --> 00:36:22.665 be. And as I had

NOTE Confidence: 0.9680035

00:36:22.665 --> 00:36:24.185 mentioned earlier, that growth mindset,

NOTE Confidence: 0.9680035

00:36:24.185 --> 00:36:25.145 I think, is so huge.

NOTE Confidence: 0.9680035

00:36:25.145 --> 00:36:26.025 And I think, you know,

NOTE Confidence: 0.9680035

00:36:26.025 --> 00:36:26.825 we talk about that a

NOTE Confidence: 0.9680035

00:36:26.825 --> 00:36:28.105 lot in medical education, but

NOTE Confidence: 0.9680035

00:36:28.105 --> 00:36:29.545 it's so important particularly for
NOTE Confidence: 0.9680035

00:36:29.545 --> 00:36:31.705 folks who face imposter syndrome
NOTE Confidence: 0.9680035

00:36:31.705 --> 00:36:32.205 because
NOTE Confidence: 0.99764156

00:36:32.665 --> 00:36:33.565 instead of criticism
NOTE Confidence: 0.975562

00:36:33.945 --> 00:36:35.705 being viewed as, again, like,
NOTE Confidence: 0.975562

00:36:35.705 --> 00:36:36.579 this part of me that
NOTE Confidence: 0.975562

00:36:36.579 --> 00:36:37.619 I I just can't I
NOTE Confidence: 0.975562

00:36:37.619 --> 00:36:38.980 can't get rid of, it's
NOTE Confidence: 0.975562

00:36:38.980 --> 00:36:40.660 again it can instead be
NOTE Confidence: 0.975562

00:36:40.660 --> 00:36:42.099 translated into an opportunity to
NOTE Confidence: 0.975562

00:36:42.099 --> 00:36:43.619 learn, and grow, which is
NOTE Confidence: 0.975562

00:36:43.619 --> 00:36:45.219 ultimately what what we want,
NOTE Confidence: 0.975562

00:36:45.300 --> 00:36:46.599 to instill in our learners.
NOTE Confidence: 0.98243964

00:36:47.300 --> 00:36:47.800 So,
NOTE Confidence: 0.9410785

00:36:48.420 --> 00:36:49.700 these are some strategies that
NOTE Confidence: 0.9410785

00:36:49.700 --> 00:36:50.739 have been really vetted in

NOTE Confidence: 0.9410785
00:36:50.739 --> 00:36:52.325 the literature, that again you
NOTE Confidence: 0.9410785
00:36:52.325 --> 00:36:53.605 can share with, any of
NOTE Confidence: 0.9410785
00:36:53.605 --> 00:36:54.885 your learners who who seem
NOTE Confidence: 0.9410785
00:36:54.885 --> 00:36:56.825 to be navigating imposter syndrome.
NOTE Confidence: 0.93595636
00:36:57.125 --> 00:36:58.585 Really the power of recognition,
NOTE Confidence: 0.9576941
00:36:58.964 --> 00:37:00.325 and naming the feelings when
NOTE Confidence: 0.9576941
00:37:00.325 --> 00:37:01.844 they emerge in of itself
NOTE Confidence: 0.9576941
00:37:01.844 --> 00:37:02.805 can take away some of
NOTE Confidence: 0.9576941
00:37:02.805 --> 00:37:04.244 that power of that intern
NOTE Confidence: 0.9576941
00:37:04.325 --> 00:37:05.944 internal dialogue. It helps,
NOTE Confidence: 0.97833
00:37:06.369 --> 00:37:07.170 make it such that it
NOTE Confidence: 0.97833
00:37:07.170 --> 00:37:08.450 doesn't thrive and continue to
NOTE Confidence: 0.97833
00:37:08.450 --> 00:37:09.730 perpetuate in one's mind. If
NOTE Confidence: 0.97833
00:37:09.730 --> 00:37:11.109 someone's just able to identify,
NOTE Confidence: 0.9804703
00:37:11.570 --> 00:37:12.930 I'm having an imposter moment
NOTE Confidence: 0.9804703

00:37:12.930 --> 00:37:14.210 right now. This doesn't say
NOTE Confidence: 0.9804703

00:37:14.210 --> 00:37:15.330 anything about, like, who I
NOTE Confidence: 0.9804703

00:37:15.330 --> 00:37:16.130 am or what I can
NOTE Confidence: 0.9804703

00:37:16.130 --> 00:37:16.630 contribute.
NOTE Confidence: 0.98835546

00:37:16.930 --> 00:37:17.969 That really goes a long
NOTE Confidence: 0.98835546

00:37:17.969 --> 00:37:20.204 way. Verbally processing feelings so
NOTE Confidence: 0.98835546

00:37:20.204 --> 00:37:21.244 that, you know, if you're
NOTE Confidence: 0.98835546

00:37:21.244 --> 00:37:22.204 in a group of people
NOTE Confidence: 0.98835546

00:37:22.204 --> 00:37:23.585 and you're able to share
NOTE Confidence: 0.98835546

00:37:23.724 --> 00:37:25.164 these moments when you're feeling
NOTE Confidence: 0.98835546

00:37:25.164 --> 00:37:26.125 like a fraud and they're
NOTE Confidence: 0.98835546

00:37:26.125 --> 00:37:27.645 able to reaffirm for you
NOTE Confidence: 0.98835546

00:37:27.645 --> 00:37:29.105 your value and your contributions,
NOTE Confidence: 0.98835546

00:37:29.244 --> 00:37:30.065 that is huge.
NOTE Confidence: 0.99572563

00:37:30.605 --> 00:37:31.565 There's a good amount of
NOTE Confidence: 0.99572563

00:37:31.565 --> 00:37:33.700 data about reflective practices such

NOTE Confidence: 0.99572563

00:37:33.700 --> 00:37:35.620 as journaling and mindfulness based

NOTE Confidence: 0.99572563

00:37:35.620 --> 00:37:36.120 practices

NOTE Confidence: 0.95772517

00:37:36.580 --> 00:37:38.580 to recognize strengths because I

NOTE Confidence: 0.95772517

00:37:38.580 --> 00:37:39.620 think for a lot of

NOTE Confidence: 0.95772517

00:37:39.620 --> 00:37:40.580 folks who are dealing with

NOTE Confidence: 0.95772517

00:37:40.580 --> 00:37:42.680 imposter syndrome, they tend to,

NOTE Confidence: 0.9656593

00:37:42.980 --> 00:37:44.739 really persevere on the gap

NOTE Confidence: 0.9656593

00:37:44.739 --> 00:37:46.974 areas as opposed to recognizing

NOTE Confidence: 0.9656593

00:37:46.974 --> 00:37:48.094 all the strengths that they

NOTE Confidence: 0.9656593

00:37:48.094 --> 00:37:49.135 bring to the table. And

NOTE Confidence: 0.9656593

00:37:49.135 --> 00:37:50.335 so in their mind, they're

NOTE Confidence: 0.9656593

00:37:50.335 --> 00:37:51.935 just replaying all the areas

NOTE Confidence: 0.9656593

00:37:51.935 --> 00:37:52.815 where they should have done

NOTE Confidence: 0.9656593

00:37:52.815 --> 00:37:53.935 better, could have done something

NOTE Confidence: 0.9656593

00:37:53.935 --> 00:37:55.695 differently instead of remembering that

NOTE Confidence: 0.9656593

00:37:55.695 --> 00:37:57.075 there's an incredible amount,
NOTE Confidence: 0.99930745

00:37:57.375 --> 00:37:58.915 that they're actually doing well.
NOTE Confidence: 0.9766446

00:38:00.360 --> 00:38:01.640 Considering the context is an
NOTE Confidence: 0.9766446

00:38:01.640 --> 00:38:02.920 important one. I often share
NOTE Confidence: 0.9766446

00:38:02.920 --> 00:38:04.280 this with the residents. You
NOTE Confidence: 0.9766446

00:38:04.280 --> 00:38:05.400 know, I'll have interns who
NOTE Confidence: 0.9766446

00:38:05.400 --> 00:38:07.320 are so frustrated that, they
NOTE Confidence: 0.9766446

00:38:07.320 --> 00:38:08.840 don't know everything, but I
NOTE Confidence: 0.9766446

00:38:08.840 --> 00:38:10.200 remind them that, you know,
NOTE Confidence: 0.9766446

00:38:10.200 --> 00:38:11.320 if they knew everything and
NOTE Confidence: 0.9766446

00:38:11.320 --> 00:38:12.520 they're as competent as their
NOTE Confidence: 0.9766446

00:38:12.520 --> 00:38:13.704 senior residents, then they probably
NOTE Confidence: 0.9766446

00:38:13.704 --> 00:38:14.585 wouldn't need to go to
NOTE Confidence: 0.9766446

00:38:14.585 --> 00:38:16.105 a residency program, right, and
NOTE Confidence: 0.9766446

00:38:16.105 --> 00:38:18.505 so helping people reframe what
NOTE Confidence: 0.9766446

00:38:18.505 --> 00:38:19.704 they may see as gaps

NOTE Confidence: 0.9766446
00:38:19.704 --> 00:38:21.224 or what might be contributing
NOTE Confidence: 0.9766446
00:38:21.224 --> 00:38:22.184 to their sense of not
NOTE Confidence: 0.9766446
00:38:22.184 --> 00:38:23.704 belonging in a space and
NOTE Confidence: 0.9766446
00:38:23.704 --> 00:38:24.905 reminding them that they're here
NOTE Confidence: 0.9766446
00:38:24.905 --> 00:38:26.605 to learn, they're here to
NOTE Confidence: 0.9766446
00:38:26.880 --> 00:38:27.380 grow,
NOTE Confidence: 0.9277984
00:38:27.760 --> 00:38:29.039 and, you know, the July
NOTE Confidence: 0.9277984
00:38:29.039 --> 00:38:30.079 of intern year is not
NOTE Confidence: 0.9277984
00:38:30.079 --> 00:38:31.440 the time to to decide
NOTE Confidence: 0.9277984
00:38:31.440 --> 00:38:32.480 whether or not you're gonna
NOTE Confidence: 0.9277984
00:38:32.480 --> 00:38:34.099 be successful in medical education.
NOTE Confidence: 0.98743486
00:38:35.119 --> 00:38:36.799 Reframing task completion habits, I
NOTE Confidence: 0.98743486
00:38:36.799 --> 00:38:38.180 think that's a really practical
NOTE Confidence: 0.98743486
00:38:38.239 --> 00:38:39.594 tip. I think it can
NOTE Confidence: 0.98743486
00:38:39.594 --> 00:38:40.715 really come to mind in
NOTE Confidence: 0.98743486

00:38:40.715 --> 00:38:41.915 terms of, you know, people
NOTE Confidence: 0.98743486

00:38:41.915 --> 00:38:42.715 who may have more of
NOTE Confidence: 0.98743486

00:38:42.715 --> 00:38:43.455 that perfectionist
NOTE Confidence: 0.949608

00:38:43.755 --> 00:38:45.614 phenotype of imposter syndrome.
NOTE Confidence: 0.9778136

00:38:46.075 --> 00:38:47.995 So sometimes people might actually
NOTE Confidence: 0.9778136

00:38:47.995 --> 00:38:48.975 need to be given
NOTE Confidence: 0.97683036

00:38:49.515 --> 00:38:50.175 a concrete,
NOTE Confidence: 0.98855716

00:38:50.555 --> 00:38:51.835 period of time to complete
NOTE Confidence: 0.98855716

00:38:51.835 --> 00:38:52.795 a task. So if there's
NOTE Confidence: 0.98855716

00:38:52.795 --> 00:38:54.710 someone who, again, like, spends
NOTE Confidence: 0.98855716

00:38:54.710 --> 00:38:55.609 twenty hours
NOTE Confidence: 0.9436364

00:38:59.109 --> 00:38:59.989 they wanna make sure they
NOTE Confidence: 0.9436364

00:38:59.989 --> 00:39:01.109 get you know, they cross
NOTE Confidence: 0.9436364

00:39:01.109 --> 00:39:02.309 every t and dot every
NOTE Confidence: 0.9436364

00:39:02.309 --> 00:39:02.809 I,
NOTE Confidence: 0.97516334

00:39:03.190 --> 00:39:04.549 you might help them think

NOTE Confidence: 0.97516334

00:39:04.549 --> 00:39:06.390 about reducing the current amount

NOTE Confidence: 0.97516334

00:39:06.390 --> 00:39:07.609 of time that they're spending

NOTE Confidence: 0.97516334

00:39:07.750 --> 00:39:09.535 on a task. Because ultimately,

NOTE Confidence: 0.97516334

00:39:09.535 --> 00:39:10.895 what that'll help them do

NOTE Confidence: 0.97516334

00:39:10.895 --> 00:39:12.255 is understand that even with

NOTE Confidence: 0.97516334

00:39:12.255 --> 00:39:13.614 a more compressed period of

NOTE Confidence: 0.97516334

00:39:13.614 --> 00:39:15.135 time, they're still able to

NOTE Confidence: 0.97516334

00:39:15.135 --> 00:39:16.895 do a task successfully. Another

NOTE Confidence: 0.97516334

00:39:16.895 --> 00:39:18.335 example might be, you know,

NOTE Confidence: 0.97516334

00:39:18.335 --> 00:39:20.094 pre rounding. Sometimes interns, when

NOTE Confidence: 0.97516334

00:39:20.094 --> 00:39:21.055 they're first starting, they feel

NOTE Confidence: 0.97516334

00:39:21.055 --> 00:39:21.614 like they have to show

NOTE Confidence: 0.97516334

00:39:21.614 --> 00:39:23.200 up at four AM, because

NOTE Confidence: 0.97516334

00:39:23.200 --> 00:39:24.480 they wanna get everything perfect

NOTE Confidence: 0.97516334

00:39:24.480 --> 00:39:25.760 before it's time for rounds.

NOTE Confidence: 0.97516334

00:39:25.760 --> 00:39:26.960 And so helping them think
NOTE Confidence: 0.97516334

00:39:26.960 --> 00:39:28.640 about, here, let's slowly, you
NOTE Confidence: 0.97516334

00:39:28.640 --> 00:39:29.760 know, dial that back and
NOTE Confidence: 0.97516334

00:39:29.760 --> 00:39:30.719 and show you that you're
NOTE Confidence: 0.97516334

00:39:30.719 --> 00:39:32.100 really able to be successful
NOTE Confidence: 0.97516334

00:39:32.239 --> 00:39:32.739 despite,
NOTE Confidence: 0.9993517

00:39:33.440 --> 00:39:34.660 your current habits.
NOTE Confidence: 0.96405464

00:39:35.145 --> 00:39:36.265 And then lastly, of course,
NOTE Confidence: 0.96405464

00:39:36.265 --> 00:39:37.305 as with everything, you know,
NOTE Confidence: 0.96405464

00:39:37.305 --> 00:39:38.745 kindness and patience to oneself
NOTE Confidence: 0.96405464

00:39:38.745 --> 00:39:40.505 and encouraging them to tap
NOTE Confidence: 0.96405464

00:39:40.505 --> 00:39:41.805 into their support system,
NOTE Confidence: 0.9671338

00:39:42.185 --> 00:39:44.025 to engage with professional counseling
NOTE Confidence: 0.9671338

00:39:44.025 --> 00:39:45.465 if if that's, you know,
NOTE Confidence: 0.9671338

00:39:45.465 --> 00:39:46.825 applicable and would be helpful
NOTE Confidence: 0.9671338

00:39:46.825 --> 00:39:48.185 to them, are all kind

NOTE Confidence: 0.9671338

00:39:48.185 --> 00:39:49.465 of useful things to navigate

NOTE Confidence: 0.9671338

00:39:49.465 --> 00:39:50.445 imposter syndrome.

NOTE Confidence: 0.9475283

00:39:51.279 --> 00:39:52.799 Power in numbers. So seeking

NOTE Confidence: 0.9475283

00:39:52.799 --> 00:39:54.160 out mentorship is huge.

NOTE Confidence: 0.9602965

00:39:54.559 --> 00:39:56.079 One, because again imposter syndrome

NOTE Confidence: 0.9602965

00:39:56.079 --> 00:39:57.359 is so common that chances

NOTE Confidence: 0.9602965

00:39:57.359 --> 00:39:58.799 are a mentor will be

NOTE Confidence: 0.9602965

00:39:58.799 --> 00:40:00.420 able to share personal experiences,

NOTE Confidence: 0.9474306

00:40:01.200 --> 00:40:03.039 and help again normalize what,

NOTE Confidence: 0.9474306

00:40:03.359 --> 00:40:04.640 learners might be thinking of

NOTE Confidence: 0.9474306

00:40:04.640 --> 00:40:05.145 as gaps,

NOTE Confidence: 0.9970281

00:40:06.185 --> 00:40:07.485 in in their education.

NOTE Confidence: 0.9838962

00:40:08.025 --> 00:40:08.825 And then this kind of

NOTE Confidence: 0.9838962

00:40:08.825 --> 00:40:10.105 goes back to an earlier

NOTE Confidence: 0.9838962

00:40:10.105 --> 00:40:11.305 point of, you know, maybe

NOTE Confidence: 0.9838962

00:40:11.305 --> 00:40:12.585 for doctor Stone, having her
NOTE Confidence: 0.9838962

00:40:12.585 --> 00:40:13.545 work with a student, help
NOTE Confidence: 0.9838962

00:40:13.545 --> 00:40:14.745 her show what she knows.
NOTE Confidence: 0.9838962

00:40:14.745 --> 00:40:15.785 This is actually very clear
NOTE Confidence: 0.9838962

00:40:15.785 --> 00:40:17.160 in the literature. If you
NOTE Confidence: 0.9838962

00:40:17.239 --> 00:40:18.760 spend time coaching those who
NOTE Confidence: 0.9838962

00:40:18.760 --> 00:40:20.440 are in earlier stages, it
NOTE Confidence: 0.9838962

00:40:20.440 --> 00:40:21.960 reminds you of everything that
NOTE Confidence: 0.9838962

00:40:21.960 --> 00:40:23.400 you can contribute and everything
NOTE Confidence: 0.9838962

00:40:23.400 --> 00:40:25.000 that you've learned. It reminds
NOTE Confidence: 0.9838962

00:40:25.000 --> 00:40:26.760 me of, interns usually in
NOTE Confidence: 0.9838962

00:40:26.760 --> 00:40:27.799 the spring, you know, when
NOTE Confidence: 0.9838962

00:40:27.799 --> 00:40:29.480 they're about to meet the
NOTE Confidence: 0.9838962

00:40:29.480 --> 00:40:31.079 the incoming crop of interns.
NOTE Confidence: 0.9838962

00:40:31.079 --> 00:40:32.280 It's not until those new
NOTE Confidence: 0.9838962

00:40:32.280 --> 00:40:33.795 interns come that they recognize,

NOTE Confidence: 0.9838962

00:40:34.015 --> 00:40:34.895 you know, wow. A year

NOTE Confidence: 0.9838962

00:40:34.895 --> 00:40:36.255 ago, I can I wouldn't

NOTE Confidence: 0.9838962

00:40:36.335 --> 00:40:37.135 would not have been able

NOTE Confidence: 0.9838962

00:40:37.135 --> 00:40:37.935 to do anything that I

NOTE Confidence: 0.9838962

00:40:37.935 --> 00:40:39.135 was that I'm now teaching

NOTE Confidence: 0.9838962

00:40:39.135 --> 00:40:40.415 to this new class? And

NOTE Confidence: 0.9838962

00:40:40.415 --> 00:40:41.295 so it actually can be

NOTE Confidence: 0.9838962

00:40:41.295 --> 00:40:42.655 quite powerful to engage with

NOTE Confidence: 0.9838962

00:40:42.655 --> 00:40:44.275 folks in earlier career stages,

NOTE Confidence: 0.9570953

00:40:44.815 --> 00:40:45.420 and then, of of course,

NOTE Confidence: 0.9570953

00:40:45.420 --> 00:40:46.859 reaching out to support services

NOTE Confidence: 0.9570953

00:40:46.859 --> 00:40:48.380 and expanding that support network

NOTE Confidence: 0.9570953

00:40:48.380 --> 00:40:49.660 because these can be really

NOTE Confidence: 0.9570953

00:40:49.660 --> 00:40:51.200 weighty and really challenging,

NOTE Confidence: 0.9733122

00:40:52.300 --> 00:40:53.980 feelings and and thoughts to

NOTE Confidence: 0.9733122

00:40:53.980 --> 00:40:54.800 to to unpack.
NOTE Confidence: 0.9562832

00:40:55.980 --> 00:40:57.585 So I just wanna oh,
NOTE Confidence: 0.9562832

00:40:57.585 --> 00:40:58.864 go ahead, Janet. I I
NOTE Confidence: 0.9562832

00:40:58.864 --> 00:41:00.065 just wanna so Chris has
NOTE Confidence: 0.9562832

00:41:00.065 --> 00:41:01.685 a really important question, Ava,
NOTE Confidence: 0.9562832

00:41:01.825 --> 00:41:02.724 and he's asking,
NOTE Confidence: 0.9759637

00:41:03.025 --> 00:41:04.224 does it matter whether the
NOTE Confidence: 0.9759637

00:41:04.224 --> 00:41:05.905 imposter concept is voiced by
NOTE Confidence: 0.9759637

00:41:05.905 --> 00:41:07.844 the learner versus a supervisor?
NOTE Confidence: 0.9483385

00:41:08.305 --> 00:41:09.364 He's a bit fearful.
NOTE Confidence: 0.9897485

00:41:09.744 --> 00:41:10.785 If he tells a learner
NOTE Confidence: 0.9897485

00:41:10.785 --> 00:41:11.984 that I suspect they have
NOTE Confidence: 0.9897485

00:41:11.984 --> 00:41:13.045 imposter syndrome,
NOTE Confidence: 0.96331733

00:41:13.469 --> 00:41:14.830 it may be experienced as
NOTE Confidence: 0.96331733

00:41:14.830 --> 00:41:16.050 a judgment of diagnosis.
NOTE Confidence: 0.98588574

00:41:17.469 --> 00:41:18.350 I love that. That's a

NOTE Confidence: 0.98588574
00:41:18.350 --> 00:41:19.469 great question, Chris. And I
NOTE Confidence: 0.98588574
00:41:19.469 --> 00:41:20.510 think as much as it's
NOTE Confidence: 0.98588574
00:41:20.510 --> 00:41:21.010 possible
NOTE Confidence: 0.9976133
00:41:21.390 --> 00:41:22.430 to kind of guide the
NOTE Confidence: 0.9976133
00:41:22.430 --> 00:41:24.190 learner to recognize that for
NOTE Confidence: 0.9976133
00:41:24.190 --> 00:41:24.690 themselves,
NOTE Confidence: 0.98777276
00:41:25.230 --> 00:41:26.750 I think that is probably
NOTE Confidence: 0.98777276
00:41:26.750 --> 00:41:28.350 the most ideal situation. I
NOTE Confidence: 0.98777276
00:41:28.350 --> 00:41:29.775 think that's done when we,
NOTE Confidence: 0.98777276
00:41:29.775 --> 00:41:30.734 you know, we talk about
NOTE Confidence: 0.98777276
00:41:30.734 --> 00:41:32.194 imposter syndrome proactively
NOTE Confidence: 0.97960764
00:41:32.494 --> 00:41:34.094 before someone maybe has even
NOTE Confidence: 0.97960764
00:41:34.094 --> 00:41:35.535 encountered it so that they
NOTE Confidence: 0.97960764
00:41:35.535 --> 00:41:36.895 feel, you know, a sense
NOTE Confidence: 0.97960764
00:41:36.895 --> 00:41:38.335 of confidence in in bringing
NOTE Confidence: 0.97960764

00:41:38.335 --> 00:41:39.295 that up that they wouldn't
NOTE Confidence: 0.97960764

00:41:39.295 --> 00:41:40.035 be judged.
NOTE Confidence: 0.96230346

00:41:40.494 --> 00:41:41.375 I think it can be
NOTE Confidence: 0.96230346

00:41:41.375 --> 00:41:42.900 challenging to tell someone that
NOTE Confidence: 0.96230346

00:41:42.900 --> 00:41:44.440 you think they have imposter
NOTE Confidence: 0.96230346

00:41:44.500 --> 00:41:45.940 syndrome. But, you know, I
NOTE Confidence: 0.96230346

00:41:45.940 --> 00:41:47.319 think depending on the relationship,
NOTE Confidence: 0.96230346

00:41:47.380 --> 00:41:48.980 like, the mentoring relationship, they
NOTE Confidence: 0.96230346

00:41:48.980 --> 00:41:49.940 might actually view it as
NOTE Confidence: 0.96230346

00:41:49.940 --> 00:41:50.599 a support,
NOTE Confidence: 0.9997195

00:41:51.219 --> 00:41:51.719 structure.
NOTE Confidence: 0.96810865

00:41:52.339 --> 00:41:53.700 I think if there's any
NOTE Confidence: 0.96810865

00:41:53.700 --> 00:41:55.059 feeling that as an educator
NOTE Confidence: 0.96810865

00:41:55.059 --> 00:41:56.099 that would come off as
NOTE Confidence: 0.96810865

00:41:56.099 --> 00:41:57.460 as too judgmental, I would
NOTE Confidence: 0.96810865

00:41:57.460 --> 00:41:58.844 think about, you know, other

NOTE Confidence: 0.96810865
00:41:58.844 --> 00:42:00.045 members of the support team,
NOTE Confidence: 0.96810865
00:42:00.045 --> 00:42:01.245 you know, people with equity
NOTE Confidence: 0.96810865
00:42:01.245 --> 00:42:02.525 roles, for example, or, like,
NOTE Confidence: 0.96810865
00:42:02.525 --> 00:42:04.205 an Ubud's person who might
NOTE Confidence: 0.96810865
00:42:04.205 --> 00:42:05.485 be able to navigate that
NOTE Confidence: 0.96810865
00:42:05.485 --> 00:42:05.985 conversation.
NOTE Confidence: 0.9830586
00:42:06.364 --> 00:42:07.325 But I I really love
NOTE Confidence: 0.9830586
00:42:07.325 --> 00:42:08.285 that, you know, there's that
NOTE Confidence: 0.9830586
00:42:08.285 --> 00:42:10.205 sensitivity to that question because
NOTE Confidence: 0.9830586
00:42:10.205 --> 00:42:11.005 I think the last thing
NOTE Confidence: 0.9830586
00:42:11.005 --> 00:42:12.309 you wanna do is is,
NOTE Confidence: 0.9830586
00:42:12.469 --> 00:42:14.230 you know, make someone feel
NOTE Confidence: 0.9830586
00:42:14.230 --> 00:42:15.289 feel worse about
NOTE Confidence: 0.91184974
00:42:15.670 --> 00:42:17.190 it. Yeah. Because then he
NOTE Confidence: 0.91184974
00:42:17.190 --> 00:42:18.390 actually has a really good
NOTE Confidence: 0.91184974

00:42:18.390 --> 00:42:18.890 comment
NOTE Confidence: 0.96611565

00:42:19.349 --> 00:42:21.270 about role modeling, sharing one's
NOTE Confidence: 0.96611565

00:42:21.270 --> 00:42:22.010 own experience.
NOTE Confidence: 0.9777542

00:42:22.630 --> 00:42:24.069 Exactly. Exactly. And I will
NOTE Confidence: 0.9777542

00:42:24.069 --> 00:42:25.770 often share my personal experiences
NOTE Confidence: 0.9777542

00:42:25.829 --> 00:42:26.789 just as I did here
NOTE Confidence: 0.9777542

00:42:26.789 --> 00:42:28.185 with learners so that they
NOTE Confidence: 0.9777542

00:42:28.185 --> 00:42:29.385 know, again, that they're not
NOTE Confidence: 0.9777542

00:42:29.385 --> 00:42:29.885 alone,
NOTE Confidence: 0.95597905

00:42:30.585 --> 00:42:31.785 and, you know, it it
NOTE Confidence: 0.95597905

00:42:31.785 --> 00:42:33.225 helps make them them feel
NOTE Confidence: 0.95597905

00:42:33.225 --> 00:42:34.344 like it's it's something that's
NOTE Confidence: 0.95597905

00:42:34.344 --> 00:42:35.785 pretty common in our professional
NOTE Confidence: 0.95597905

00:42:35.785 --> 00:42:37.705 space. That's excellent excellent questions
NOTE Confidence: 0.95597905

00:42:37.705 --> 00:42:38.985 and excellent point. Thanks. And
NOTE Confidence: 0.95597905

00:42:38.985 --> 00:42:40.745 then, Yadira is also saying,

NOTE Confidence: 0.95597905

00:42:40.985 --> 00:42:42.120 the certain amount of trust,

NOTE Confidence: 0.95597905

00:42:42.280 --> 00:42:43.560 which Yes. One of your

NOTE Confidence: 0.95597905

00:42:43.560 --> 00:42:44.680 slides up, I just really

NOTE Confidence: 0.95597905

00:42:44.680 --> 00:42:46.280 wanna point that out about

NOTE Confidence: 0.95597905

00:42:46.280 --> 00:42:47.260 the environment

NOTE Confidence: 0.94755507

00:42:47.800 --> 00:42:49.400 and really creating the trust

NOTE Confidence: 0.94755507

00:42:49.400 --> 00:42:50.520 right from the beginning and

NOTE Confidence: 0.94755507

00:42:50.520 --> 00:42:51.640 setting that up seems really

NOTE Confidence: 0.94755507

00:42:51.640 --> 00:42:52.140 important.

NOTE Confidence: 0.9993057

00:42:52.840 --> 00:42:54.300 Absolutely. Thank you.

NOTE Confidence: 0.98885006

00:42:55.194 --> 00:42:56.155 So just a few things

NOTE Confidence: 0.98885006

00:42:56.155 --> 00:42:57.355 in closing here. You know,

NOTE Confidence: 0.98885006

00:42:57.355 --> 00:42:58.555 we talked about how certain

NOTE Confidence: 0.98885006

00:42:58.555 --> 00:42:59.934 group identities can exacerbate,

NOTE Confidence: 0.9689309

00:43:01.035 --> 00:43:03.194 imposter syndrome. So certainly, you

NOTE Confidence: 0.9689309

00:43:03.194 --> 00:43:04.875 know, being doing your best
NOTE Confidence: 0.9689309

00:43:04.875 --> 00:43:06.075 to be mindful of your
NOTE Confidence: 0.9689309

00:43:06.075 --> 00:43:07.355 blind spots and your personal
NOTE Confidence: 0.9689309

00:43:07.355 --> 00:43:07.855 biases,
NOTE Confidence: 0.93754244

00:43:09.400 --> 00:43:11.640 Evaluating learners using really behavior
NOTE Confidence: 0.93754244

00:43:11.640 --> 00:43:13.260 based performance metrics,
NOTE Confidence: 0.97144765

00:43:13.560 --> 00:43:15.000 thinking about mindfulness because, again,
NOTE Confidence: 0.97144765

00:43:15.000 --> 00:43:16.440 that can help attenuate our
NOTE Confidence: 0.97144765

00:43:16.440 --> 00:43:17.719 sort of fast brain to
NOTE Confidence: 0.97144765

00:43:17.719 --> 00:43:18.460 slow brain
NOTE Confidence: 0.8007423

00:43:18.840 --> 00:43:19.340 tendencies,
NOTE Confidence: 0.8611895

00:43:19.719 --> 00:43:20.920 sharing in the equity work
NOTE Confidence: 0.8611895

00:43:20.920 --> 00:43:21.560 in your,
NOTE Confidence: 0.94265676

00:43:22.040 --> 00:43:23.934 department or your section because,
NOTE Confidence: 0.94265676

00:43:23.934 --> 00:43:24.434 again,
NOTE Confidence: 0.99736685

00:43:25.214 --> 00:43:26.434 groups who are underrepresented

NOTE Confidence: 0.956613
00:43:26.734 --> 00:43:28.594 tend to to experience imposter
NOTE Confidence: 0.956613
00:43:28.655 --> 00:43:29.714 syndrome more prevalently,
NOTE Confidence: 0.9839832
00:43:30.655 --> 00:43:32.094 and then create, like, tangible
NOTE Confidence: 0.9839832
00:43:32.094 --> 00:43:33.454 spaces where you hear concerns
NOTE Confidence: 0.9839832
00:43:33.454 --> 00:43:34.175 from learners.
NOTE Confidence: 0.9874417
00:43:34.494 --> 00:43:35.694 Because once that trust is
NOTE Confidence: 0.9874417
00:43:35.694 --> 00:43:36.655 built, they will share their
NOTE Confidence: 0.9874417
00:43:36.655 --> 00:43:37.454 stories, and I think it
NOTE Confidence: 0.9874417
00:43:37.454 --> 00:43:38.440 can really add to the
NOTE Confidence: 0.9874417
00:43:38.440 --> 00:43:39.880 richness of the conversation and
NOTE Confidence: 0.9874417
00:43:39.880 --> 00:43:41.420 help to diagnose a learner.
NOTE Confidence: 0.94961303
00:43:43.719 --> 00:43:45.000 I'm putting this QR code
NOTE Confidence: 0.94961303
00:43:45.000 --> 00:43:46.280 up just as a additional
NOTE Confidence: 0.94961303
00:43:46.280 --> 00:43:46.780 resource.
NOTE Confidence: 0.9831843
00:43:47.160 --> 00:43:48.280 I think if you have,
NOTE Confidence: 0.9831843

00:43:48.440 --> 00:43:50.540 the kind of mentoring relationship
NOTE Confidence: 0.9831843

00:43:50.680 --> 00:43:52.040 where you feel comfortable bringing
NOTE Confidence: 0.9831843

00:43:52.040 --> 00:43:53.605 this up, one thing that
NOTE Confidence: 0.9831843

00:43:53.605 --> 00:43:54.885 can actually be quite liberating
NOTE Confidence: 0.9831843

00:43:54.885 --> 00:43:56.325 to learners is to know
NOTE Confidence: 0.9831843

00:43:56.325 --> 00:43:57.945 the extent to which they
NOTE Confidence: 0.98801315

00:43:58.325 --> 00:44:00.325 experience impostor syndrome. And I
NOTE Confidence: 0.98801315

00:44:00.325 --> 00:44:01.205 always tell people, you know,
NOTE Confidence: 0.98801315

00:44:01.205 --> 00:44:02.005 it's not this is not
NOTE Confidence: 0.98801315

00:44:02.005 --> 00:44:03.045 a test that they're then,
NOTE Confidence: 0.98801315

00:44:03.045 --> 00:44:04.165 like, sending their score to
NOTE Confidence: 0.98801315

00:44:04.165 --> 00:44:05.045 me. This is just for
NOTE Confidence: 0.98801315

00:44:05.045 --> 00:44:06.745 their kind of personal knowledge
NOTE Confidence: 0.7606131

00:44:07.045 --> 00:44:07.765 because it,
NOTE Confidence: 0.9944985

00:44:08.540 --> 00:44:09.820 it actually will give you
NOTE Confidence: 0.9944985

00:44:09.820 --> 00:44:11.040 a sense of how,

NOTE Confidence: 0.9490697

00:44:11.820 --> 00:44:13.099 profound you might,

NOTE Confidence: 0.9894499

00:44:13.820 --> 00:44:15.420 how profound your imposter syndrome

NOTE Confidence: 0.9894499

00:44:15.420 --> 00:44:17.339 features may be. And just

NOTE Confidence: 0.9894499

00:44:17.339 --> 00:44:18.859 for your own personal knowledge,

NOTE Confidence: 0.9894499

00:44:18.859 --> 00:44:19.820 I think it can help

NOTE Confidence: 0.9894499

00:44:19.820 --> 00:44:21.935 you right size your responses

NOTE Confidence: 0.9894499

00:44:21.935 --> 00:44:23.455 to particular situations if you

NOTE Confidence: 0.9894499

00:44:23.455 --> 00:44:24.415 know that you're someone who

NOTE Confidence: 0.9894499

00:44:24.415 --> 00:44:26.175 has very strong feelings of

NOTE Confidence: 0.9894499

00:44:26.175 --> 00:44:26.675 imposter,

NOTE Confidence: 0.99013984

00:44:27.375 --> 00:44:28.815 phenomenon. And so they'll give

NOTE Confidence: 0.99013984

00:44:28.815 --> 00:44:29.795 you out a score

NOTE Confidence: 0.9592974

00:44:30.094 --> 00:44:31.614 that kinda separates into these

NOTE Confidence: 0.9592974

00:44:31.614 --> 00:44:33.614 categories of few, moderate, frequent,

NOTE Confidence: 0.9592974

00:44:33.614 --> 00:44:34.900 or intense. And I've had

NOTE Confidence: 0.9592974

00:44:34.900 --> 00:44:36.739 learners just provide feedback that
NOTE Confidence: 0.9592974

00:44:36.739 --> 00:44:37.480 it was,
NOTE Confidence: 0.97712153

00:44:38.260 --> 00:44:39.380 really helpful for them to
NOTE Confidence: 0.97712153

00:44:39.380 --> 00:44:40.580 know this and to to
NOTE Confidence: 0.97712153

00:44:40.580 --> 00:44:42.180 to recognize that that wasn't
NOTE Confidence: 0.97712153

00:44:42.180 --> 00:44:43.540 something inherently wrong with them,
NOTE Confidence: 0.97712153

00:44:43.540 --> 00:44:44.340 but to know that it
NOTE Confidence: 0.97712153

00:44:44.340 --> 00:44:45.880 was actually imposter syndrome.
NOTE Confidence: 0.95871407

00:44:46.775 --> 00:44:47.815 So in closing here, I
NOTE Confidence: 0.95871407

00:44:47.815 --> 00:44:48.614 I love this quote by
NOTE Confidence: 0.95871407

00:44:48.614 --> 00:44:49.895 doctor Valerie Young. She's an
NOTE Confidence: 0.95871407

00:44:49.895 --> 00:44:51.575 expert, in imposter syndrome, has
NOTE Confidence: 0.95871407

00:44:51.575 --> 00:44:53.575 written extensively and speaks, nationally
NOTE Confidence: 0.95871407

00:44:53.575 --> 00:44:54.475 on this topic.
NOTE Confidence: 0.96844804

00:44:55.015 --> 00:44:55.975 She says the goal is
NOTE Confidence: 0.96844804

00:44:55.975 --> 00:44:56.935 not to never feel like

NOTE Confidence: 0.96844804

00:44:56.935 --> 00:44:58.055 an imposter. The goal is

NOTE Confidence: 0.96844804

00:44:58.055 --> 00:44:59.255 to get people the tools

NOTE Confidence: 0.96844804

00:44:59.255 --> 00:45:01.029 and the insight and information

NOTE Confidence: 0.96844804

00:45:01.029 --> 00:45:02.969 to talk themselves down faster.

NOTE Confidence: 0.96844804

00:45:03.190 --> 00:45:04.150 They can still have an

NOTE Confidence: 0.96844804

00:45:04.150 --> 00:45:05.210 imposter moment,

NOTE Confidence: 0.97888607

00:45:05.510 --> 00:45:06.789 but not an imposter life.

NOTE Confidence: 0.97888607

00:45:06.789 --> 00:45:07.670 And I think that really

NOTE Confidence: 0.97888607

00:45:07.670 --> 00:45:08.650 just kind of encapsulates

NOTE Confidence: 0.9646562

00:45:09.190 --> 00:45:10.390 if we use these strategies

NOTE Confidence: 0.9646562

00:45:10.390 --> 00:45:11.910 and we, do our part

NOTE Confidence: 0.9646562

00:45:11.910 --> 00:45:12.569 to promote

NOTE Confidence: 0.97895175

00:45:13.315 --> 00:45:14.915 professional belonging in medical education,

NOTE Confidence: 0.97895175

00:45:14.915 --> 00:45:16.275 we can start to diminish

NOTE Confidence: 0.97895175

00:45:16.275 --> 00:45:17.155 the extent to which those

NOTE Confidence: 0.97895175

00:45:17.155 --> 00:45:18.594 imposter moments, you know, turn
NOTE Confidence: 0.97895175

00:45:18.594 --> 00:45:20.135 into an imposter life.
NOTE Confidence: 0.9975109

00:45:20.675 --> 00:45:21.635 So with that, I would
NOTE Confidence: 0.9975109

00:45:21.635 --> 00:45:22.755 just encourage you to make
NOTE Confidence: 0.9975109

00:45:22.755 --> 00:45:23.815 a personal commitment,
NOTE Confidence: 0.9886386

00:45:24.515 --> 00:45:25.315 in terms of what you
NOTE Confidence: 0.9886386

00:45:25.315 --> 00:45:26.594 might think about doing differently
NOTE Confidence: 0.9886386

00:45:26.594 --> 00:45:28.170 as an educator to support,
NOTE Confidence: 0.96159786

00:45:28.569 --> 00:45:30.170 learners who might be navigating
NOTE Confidence: 0.96159786

00:45:30.170 --> 00:45:32.089 imposter syndrome. Maybe like I
NOTE Confidence: 0.96159786

00:45:32.089 --> 00:45:33.450 have done, you'll start just
NOTE Confidence: 0.96159786

00:45:33.450 --> 00:45:35.210 mentioning the concept to folks
NOTE Confidence: 0.96159786

00:45:35.210 --> 00:45:37.549 as you establish mentoring relationships
NOTE Confidence: 0.96159786

00:45:37.609 --> 00:45:38.890 or you'll take some time
NOTE Confidence: 0.96159786

00:45:38.890 --> 00:45:40.170 to read more about it,
NOTE Confidence: 0.99896556

00:45:40.489 --> 00:45:41.369 just to kind of think

NOTE Confidence: 0.99896556
00:45:41.369 --> 00:45:42.569 critically about how we can
NOTE Confidence: 0.99896556
00:45:42.569 --> 00:45:43.665 all do our part to
NOTE Confidence: 0.99896556
00:45:43.745 --> 00:45:44.965 promote professional belonging.
NOTE Confidence: 0.9539918
00:45:45.505 --> 00:45:46.305 So with that I'll just
NOTE Confidence: 0.9539918
00:45:46.305 --> 00:45:47.344 put this screen up here.
NOTE Confidence: 0.9539918
00:45:47.344 --> 00:45:48.705 We we really value your
NOTE Confidence: 0.9539918
00:45:48.705 --> 00:45:49.205 feedback,
NOTE Confidence: 0.99948144
00:45:49.665 --> 00:45:50.625 and we thank you so
NOTE Confidence: 0.99948144
00:45:50.625 --> 00:45:51.745 much for your time and
NOTE Confidence: 0.99948144
00:45:51.745 --> 00:45:52.245 attention.
NOTE Confidence: 0.9149248
00:45:53.585 --> 00:45:54.945 Thank you so much, Aubin.
NOTE Confidence: 0.9149248
00:45:54.945 --> 00:45:55.685 Please everyone,
NOTE Confidence: 0.9746337
00:45:55.985 --> 00:45:57.185 it just takes a minute,
NOTE Confidence: 0.9746337
00:45:57.185 --> 00:45:58.465 but your feedback is really
NOTE Confidence: 0.9746337
00:45:58.465 --> 00:45:59.940 important to us. Sarah also
NOTE Confidence: 0.9746337

00:45:59.940 --> 00:46:01.239 put it in the chat,
NOTE Confidence: 0.9995048

00:46:01.700 --> 00:46:03.460 and we're seeing lots of
NOTE Confidence: 0.9995048

00:46:03.460 --> 00:46:03.960 wonderful
NOTE Confidence: 0.9407779

00:46:04.580 --> 00:46:06.760 thank yous, incredible talk, Abba.
NOTE Confidence: 0.9666479

00:46:07.060 --> 00:46:08.739 So it really was. And
NOTE Confidence: 0.9666479

00:46:08.739 --> 00:46:10.020 I think that by paying
NOTE Confidence: 0.9666479

00:46:10.020 --> 00:46:11.800 attention and naming it
NOTE Confidence: 0.9773096

00:46:12.325 --> 00:46:14.485 and allowing this psychologically safe
NOTE Confidence: 0.9773096

00:46:14.485 --> 00:46:16.005 environment, I really I think
NOTE Confidence: 0.9773096

00:46:16.005 --> 00:46:17.445 you've given us very rich
NOTE Confidence: 0.9773096

00:46:17.445 --> 00:46:19.045 tips. We probably have time
NOTE Confidence: 0.9773096

00:46:19.045 --> 00:46:20.405 if someone while we're filling
NOTE Confidence: 0.9773096

00:46:20.405 --> 00:46:21.364 out the eval, does anyone
NOTE Confidence: 0.9773096

00:46:21.364 --> 00:46:22.185 have a question?
NOTE Confidence: 0.9934467

00:46:29.260 --> 00:46:31.040 It's not really a question.
NOTE Confidence: 0.96879447

00:46:31.579 --> 00:46:32.540 I'm sorry. I'm just not

NOTE Confidence: 0.96879447

00:46:32.540 --> 00:46:33.260 in a place where I

NOTE Confidence: 0.96879447

00:46:33.260 --> 00:46:34.380 have a great camera. My

NOTE Confidence: 0.96879447

00:46:34.380 --> 00:46:35.180 name is Arielle. I'm a

NOTE Confidence: 0.96879447

00:46:35.180 --> 00:46:36.859 medical student doing the MHS

NOTE Confidence: 0.96879447

00:46:36.859 --> 00:46:38.060 medical education, and that was

NOTE Confidence: 0.96879447

00:46:38.060 --> 00:46:39.020 a wonderful talk. Thank you,

NOTE Confidence: 0.96879447

00:46:39.020 --> 00:46:39.839 doctor Black.

NOTE Confidence: 0.9524695

00:46:40.859 --> 00:46:41.739 But just to kind of

NOTE Confidence: 0.9524695

00:46:41.739 --> 00:46:43.415 comment, I'm actually working on

NOTE Confidence: 0.9524695

00:46:43.555 --> 00:46:45.475 a research project involving imposter

NOTE Confidence: 0.9524695

00:46:45.475 --> 00:46:45.975 phenomenon

NOTE Confidence: 0.93871504

00:46:46.355 --> 00:46:47.635 at the moment, and we

NOTE Confidence: 0.93871504

00:46:47.635 --> 00:46:48.995 were doing some ex extra

NOTE Confidence: 0.93871504

00:46:48.995 --> 00:46:50.855 exploratory questions. And

NOTE Confidence: 0.9862484

00:46:51.555 --> 00:46:52.755 we're it's still kind of

NOTE Confidence: 0.9862484

00:46:52.755 --> 00:46:53.495 in progress,
NOTE Confidence: 0.98914886

00:46:54.275 --> 00:46:55.495 in terms of the publication
NOTE Confidence: 0.98914886

00:46:55.635 --> 00:46:57.390 about it. But being made
NOTE Confidence: 0.98914886

00:46:57.390 --> 00:46:58.989 to feel incompetent at any
NOTE Confidence: 0.98914886

00:46:58.989 --> 00:47:00.750 point automatically started to increase
NOTE Confidence: 0.98914886

00:47:00.750 --> 00:47:01.869 the number of points that
NOTE Confidence: 0.98914886

00:47:01.869 --> 00:47:03.410 people had on their imposter
NOTE Confidence: 0.9651155

00:47:03.869 --> 00:47:05.230 phenomenon or that they perceived
NOTE Confidence: 0.9651155

00:47:05.230 --> 00:47:06.190 that they were being made
NOTE Confidence: 0.9651155

00:47:06.190 --> 00:47:06.930 to feel
NOTE Confidence: 0.99475586

00:47:07.230 --> 00:47:08.690 less than in any way.
NOTE Confidence: 0.99090165

00:47:09.630 --> 00:47:10.849 And so just
NOTE Confidence: 0.9455024

00:47:11.955 --> 00:47:13.555 knowing that the perception of
NOTE Confidence: 0.9455024

00:47:13.555 --> 00:47:14.675 it exactly, as you said,
NOTE Confidence: 0.9455024

00:47:14.675 --> 00:47:16.035 doctor Black, cannot have a
NOTE Confidence: 0.9455024

00:47:16.035 --> 00:47:18.215 direct correlation with imposter phenomenon

NOTE Confidence: 0.93499744

00:47:18.594 --> 00:47:19.655 scale points,

NOTE Confidence: 0.99808925

00:47:21.235 --> 00:47:22.455 may kind of help

NOTE Confidence: 0.98489404

00:47:22.835 --> 00:47:23.895 provide a

NOTE Confidence: 0.97756016

00:47:24.510 --> 00:47:25.550 objective way to talk about

NOTE Confidence: 0.97756016

00:47:25.550 --> 00:47:26.510 it with people without having

NOTE Confidence: 0.97756016

00:47:26.510 --> 00:47:27.310 to make it be quite

NOTE Confidence: 0.97756016

00:47:27.310 --> 00:47:28.270 as personal by just talking

NOTE Confidence: 0.97756016

00:47:28.270 --> 00:47:28.989 about it as points on

NOTE Confidence: 0.97756016

00:47:28.989 --> 00:47:29.570 a scale.

NOTE Confidence: 0.9599891

00:47:30.430 --> 00:47:31.790 Absolutely. Such an important point.

NOTE Confidence: 0.9599891

00:47:31.790 --> 00:47:32.510 I'm so glad to hear

NOTE Confidence: 0.9599891

00:47:32.510 --> 00:47:33.790 that you're doing some scholarship

NOTE Confidence: 0.9599891

00:47:33.790 --> 00:47:34.750 in this area because I

NOTE Confidence: 0.9599891

00:47:34.750 --> 00:47:36.110 think, the more we know

NOTE Confidence: 0.9599891

00:47:36.110 --> 00:47:37.010 about the phenomenon,

NOTE Confidence: 0.9124334

00:47:37.550 --> 00:47:38.270 the more that we can
NOTE Confidence: 0.9124334

00:47:38.270 --> 00:47:39.310 promote it in our, you
NOTE Confidence: 0.9124334

00:47:39.310 --> 00:47:40.578 know, our medical education academics,
NOTE Confidence: 0.9124334

00:47:40.578 --> 00:47:42.023 I think, would be very
NOTE Confidence: 0.9124334

00:47:42.023 --> 00:47:42.565 beneficial, not only to our
NOTE Confidence: 0.9124334

00:47:42.565 --> 00:47:43.785 learners, but, again, for all
NOTE Confidence: 0.98203176

00:47:44.645 --> 00:47:44.754 these contributions that are sometimes
NOTE Confidence: 0.98203176

00:47:44.754 --> 00:47:44.863 missed if if people don't
NOTE Confidence: 0.98203176

00:47:44.863 --> 00:47:44.972 feel like they have license
NOTE Confidence: 0.98203176

00:47:44.972 --> 00:47:45.081 to speak up and and
NOTE Confidence: 0.98203176

00:47:45.081 --> 00:47:45.765 to really contribute richly to
NOTE Confidence: 0.98203176

00:47:45.765 --> 00:47:46.825 our environment.
NOTE Confidence: 0.88420343

00:47:55.080 --> 00:47:56.680 Terrific. Well, it's one o'clock.
NOTE Confidence: 0.88420343

00:47:56.680 --> 00:47:57.800 I really thank you, Abba,
NOTE Confidence: 0.88420343

00:47:57.800 --> 00:47:59.320 and thanks to My pleasure.
NOTE Confidence: 0.88420343

00:47:59.320 --> 00:48:00.520 Thank you. For the rich

NOTE Confidence: 0.88420343

00:48:00.520 --> 00:48:01.020 discussions.

NOTE Confidence: 0.9991058

00:48:01.560 --> 00:48:02.060 Wonderful.

NOTE Confidence: 0.99057055

00:48:02.600 --> 00:48:03.719 Thanks so much. Thanks for

NOTE Confidence: 0.99057055

00:48:03.719 --> 00:48:04.540 coming, everyone.

NOTE Confidence: 0.98871714

00:48:06.040 --> 00:48:07.480 Excellent. Thank you so much,

NOTE Confidence: 0.98871714

00:48:07.480 --> 00:48:09.000 Abba. Yeah. Of course. Thanks,

NOTE Confidence: 0.98871714

00:48:09.000 --> 00:48:09.500 Jeanette.

NOTE Confidence: 0.99590635

00:48:10.025 --> 00:48:10.925 Appreciate the invitation.