2024 Nonprofit Leadership Conference

May 8, 2024
Minneapolis
Thanks to our conference sponsors:
I Probably Shouldn't Be Here

Kristina Wright-Peterson, RN, MSN, PHN
Objectives

1. Define the traditional meaning of the term "imposter syndrome"
2. Understand the difference between signs of imposter syndrome and signs of workplace discrimination
3. Understand techniques to identify and work through imposter syndrome
4. Develop a strategy for mentoring others with imposter syndrome
Who Am I?

Kristina Wright-Peterson, RN, MSN
Seasons Hospice, Executive Director

Education:
RCTC LPN Program, 2008
Excelsior RN Program, 2010
Augsburg Bachelor RN Program, 2012
Walden Nursing Informatics Graduate School, 2015

Previous Employers:
American Red Cross
Hiawatha Homes
Mayo Clinic
Olmsted County Public Health

Red Drop Resources, Founder
Who Am I?
Seasons Hospice of Rochester Hires New Executive Director

March 24, 2022
People & Places
Author: Seasons Hospice press release

Kristina Wright-Peterson, a supplemental RN at Seasons Hospice House since 2018, has succeeded Haynes as executive director at Seasons Hospice. Wright-Peterson also has experience in nonprofit management and looks forward to ensuring that hospice care is available and accessible to all individuals.

Seasons Hospice is celebrating 25 years with a gala on August 25, 2022.
What Is NOT Imposter Syndrome?
The term "impostor phenomenon" is used to designate an internal experience of intellectual phoniness that appears to be particularly prevalent and intense among a select sample of high achieving women.

Certain early family dynamics and later introjection of societal sex-role stereotyping appear to contribute significantly to the development of the impostor phenomenon.

Despite outstanding academic and professional accomplishments, women who experience the impostor phenomenon persist in believing that they are really not bright and have fooled anyone who thinks otherwise.
Although they may have felt fraudulent, preliminary analyses show that the imposter interviewees performed at a similar level to their colleagues in their “competence behaviour”

What Is Imposter Syndrome?
Signs

- Feeling like a fraud
- Anxiety about being "found out"
- Minimizing successes and contributions
- Feeling guilty when successful
- Self-critic and shame
- Faking confidence
- Discomfort with praise and recognition
- Inability to ask for help
What Can You Do For Yourself

1. Talk about it!
2. Identify and Mentor Others.
3. Teach Yourself About Yourself.
4. Stop comparing.
5. Refuse to let it hold you back.
What Can We Do as Leaders to Support Others
Be A Mentor

1. Normalize the Feelings
2. Challenge Negative Self-Talk
3. Keep Affirming!
4. Be Authentically Yourself and Share Your Own Imposter Stories
Thank you!

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