  \_Technical Help, Jamie Farrell: Welcome, everyone!  Today’s EDUCAUSE Live! Webinar “You're All a Bunch of Phonies! Imposter Syndrome and Information Security” will begin at 1 p.m. eastern time.

  \_Technical Help, Jamie Farrell: As we wait for today’s session to begin, feel free to introduce yourself or chat with attendees in this chat pod. Tweet your thoughts and reflections using the hashtag: #EDULIVE

  John Straffin: No worries!  :-)

  Cheryl O - UN: What's a presentation with a little glitch - it's all good!

  Precious McKoy: Shew...I thought I had been living under a rock.

  Andrew Cole: No "Coraline?"

  Gerol Petruzella: really, my answer was the Sandman series. :)

  Ben Woelk (RIT): Stardust movie and book

  John Straffin: I prefer Anansi Boys. :-)

  Jennifer (CSULB): He's also known for his graphic novel, "Sandman".

  DePauw University: Neil might experience some imposter syndrome if he saw those poll results.

  Cheryl O - UN: Way to go! No tigers!

  James Moore: Basically, imposter syndrome is common to most men.   Brene Brown's work (especially the Men, Women, and Worthiness, where she talks about men being coniditioned to be like the great and powerful OZ, when they are the man behind the curtain), as well as Shaunti and Jeff Feldhan's work (For Women Only, and For Men Only books. )  As well as, John Eldredge, a men's author and retreat leader includes a session on being  "the poser" in their basic retreats.  So having a large percentage of men in the field might have a significant influence.

  Michael: such a wide field that is moving so fat/hard to keep up

  Mark P Ruppert: Definitely the pace of chaing info

  Michael: fast\*

  Michael: lol

  Mark P Ruppert: changing info that is...

  Michael: lack of reinforcement

  Cheryl O - UN: Moving targets - constant change - all the time.

  Amy Zachek: Since there are fewer women than men in IT, I wonder if imposter syndrome is particularly tough for women in IT - especially if they are working in a hostile climate.

  Ruth Mitchell: Lack of baseline knowledge standards & related discipline.

  UW: Because there's such a dearth of infosec people, there are a lot of people switching careers into it

  Jason B Allen: I think Cybersecurity is really difficult to keep up with across the board.  Storage admins worry about storage, system admins worry about systems.  Cyber crosses many domains down to the vulnerabilities in the hardware itself

  Annie Sauer: I've seen personal insecurity when it comes to not having as many certifications as another employee despite being just as good

  Mark P Ruppert: It would be interesting to know if the syndrome is more prominent among successful first time college grads versus others

  Michael: @Tara...how do InfoSec people compare to other professionals?

  Sarah Bigham: If I converse with someone that knows something I don't, I feel extremely insecure and that translates into "they are much smarter and my knowledge level is inferior."

  Daniel: Info Sec is a notriously big "Experience Required" career. But how do you even start out then?

  Sarah Bigham: Extreme anxidety that what i say will be wrong.

  Marny Billings: Negatively for sure!

  Dave Weiler: Looking at job requirements also makes people feel insecure.  Feeling like I couldn't reapply for my job today based on the required skills.

  Ben Woelk (RIT): tentativeness in decision making on what hand

  Jay Gallman: I think it often keeps some valuable insights being brought to the table because of the self-doubt.

  Jennifer (CSULB): I've encountered leadership think they know what's best but end up making work or environments worse/ harder for projects and day to day duties.

  Marny Billings: Poor behavior and bullying from others feeds the insecurity

  Ben Woelk (RIT): stubbornly clinging to a decision that may not be the best, but being afraid of being exposed

  Erich: Information security has little room for error.  One detail that you didn't know you needed can spell disaster.

  Cheryl O - UN: Imposter Syndrome impacts the relationships of co-workers.  If you don't speak up before others, and just agree with others, you are seen as not as knowledgeable, just someone who agrees with others because they don't know the answer.  But if they speak up, and they are wrong, they are riduculed (sometimes) and that in turn makes them look even less knowledgeable.....

  Erich: How can you know what you need to know?

  Beth Fylak: People who suffer from this condition feel inadequate.  Lack confidence.  However, differs  from person to person.

  Marny Billings: Cheryl O - right on!

  Mark P Ruppert: Makes sense on the young  - fake it till you make it, right?

  Cheryl O - UN: Yup - how many times have I been told to do that....

  Mark P Ruppert: And in reality we all have to all the time - change requires a little faking it till you get it

  Beth Fylak: Althoug faking it until you make it.  Unfortunately in the end, it can result in a very negative light.

  Michael: lol

  Michael: so true

  Tonya Bennett: I am nodding my head yes right now

  Jay Gallman: I'm always much more appreciateve of any collegaue who's not afraid to tell me what they don't know.  You can't possibily know it all.

  Mark P Ruppert: Yup, especially if always feeling like you're faking it more than otherwise.

  Mark P Ruppert: Indeed Jay

  Chad Strunk: Knowledge == confidence, so if I feel that I don't have the knowledge (complete with crossreferences), then I don't have confidence. The result is silence or keeping the status quo.

  Cheryl O - UN: Jay - I totally agree.

  James Milburn: I wonder if this is part of the Dunning-Kruger Effect where you start to realize how much you don't know and assume that others already know it all.

  Beth Fylak: Amen @Jay

  Mark P Ruppert: Or just preparation more than knowleged - how may meeting happen with no mateails provided in advance of the meeting

  Cheryl O - UN: If I'm not open to their feedback, how can I be an effective employee, co-worker or leader?

  Daniel: I've gotten a multiple of certifications to become more knowledgeable, but it all seems like can job.

  Daniel: \*con job

  Elizabeth: Amen to your comments on perfectionism....

  Beth Fylak: I learn most from others and I also gain more confidence when someone learns from me.

  Precious McKoy: Nice feedback on perfectionism

  Jennifer (CSULB): I heard a good quote that helps to not worry about perfectionism, "don't let perfect be the enemy of the good".

  James Moore: Brene Brown talks about how perfectionism is a symptom of shame.

  Jay Gallman: I managed a perfectly productive 30 year career on the back of zero certifications.

  Beth Fylak: Love that quote!  Definitely a keeper

  Jay Gallman: I got one near the end just because.  And it's not impared me in moving to my next position either.

  Jason B Allen: I had many challenges moving up until I recieved certs

  Jason B Allen: and I grew up in the paper-tiger MCSE early 2000s so I struggled to see the value versus my experiences

  Jay Gallman: I think things are a good deal different starting today, than having started 30 years ago as well.  Times have changed.  Met two many folks with certs along the way who couldn't translate them to value in the workplace.

  Daniel: Recruiters screening. They have their checkboxes...

  Mark P Ruppert: To me the value of purusing a certification was always the path to geth there - forcing me to learn those details.

  Ben Woelk (RIT): Our industry is very absorbed with certs. I know for myself, I've pursued certs to prove to myself that I know what i should know.

  Mark P Ruppert: For instance, I should of tkane a typing class since my typing obvuiously stinks

  Daniel: lol

  Mark P Ruppert: But certs are just ability to translate topics not prove you can do the work ...

  Jason B Allen: Access Poin - thats me

  Ben Woelk (RIT): @mark--agreed in many cases

  Jay Gallman: its harder when they just show up as the acronyms :D

  Sarah Bigham: I've noticed that when you tell people you in the IT/InfoSec industry, they immediately think you are a jack of all trades when it comes to technology.

  Precious McKoy: basketball, volleyball, track, soccer and tennis player here :)

  Mark P Ruppert: True Sarah

  Jason B Allen: agree with Sarah

  phillip: backyard badminton; all-neighborhood dominoes league

  Kat: Very true, Sarah

  James Moore: Undefeated in 3 years of varsity high school tennis (only played 1 game in 3 years)

  Mark P Ruppert: LOL

  Dave Weiler: Exactly.  Just because you're in infosec, you know how to secure a gas chromatograph against external threats.

  Sarah Bigham: @james, sounds like you had the tiger spray

  Tyrone Smith: Certs are great but do not resolve the core issues with imposter threat.  Someone always knows more or can recall faster.

  James Moore: True story on the high school tennis.  Another is that I also hold a patent in the field of information security, that 20 years of experience tells me that I shouldn't have.

  phillip: question...how do you define "younger" worker?

  Elizabeth: and revealing.....

  Daniel: that is a high percentage of perfectionists

  Sarah Bigham: I'd love feedback about imposter syndrome when presenting to InfoSec peers. Being asked a question on the spot and not knowing the answer terrifies me.

  Mark P Ruppert: I often feel more an expert in my hobbies than at work LOL

  Daniel: i can't catch a fish to save my life

  Mark P Ruppert: try a new lake

  Daniel: Erie isn't forgiving, you are probably right.

  Andrew Cole: @Mark, do you think it just because you enjoy the hobbies more or do you think you know more about them?

  Heather Mariani: Best advice Mark!

  Daniel: Tom Brady

  Tracy: @sarah - I think it is ok to say that you don't know, however, you will find out and get back to them ...

  Daniel: obvious

  James Moore: I learned to take all eligible Employee Asssistance Program hours every year, if for no other reason than for stress reduction.

  Jason B Allen: @ Sarah - I've always found it best to try to absorb the question as completely as possible then restate it for clarity and then as professionally as possible say you;ll get with them offline (due to whatever seems appropriate .. length of answer, complexity, need to verify details etc)

  Joe Tully: GO TB12

  James Milburn: If you judge a fish by his ability to climb a tree...

  Sherri Yerk-Zwickl @Campbell University: @Sarah - I have long used the "I don;t know the answer to that off the top off my head but will find out and get back to you"

  Jason B Allen: let's not forget Tom Brady was pick #199 in the draft

  Mark P Ruppert: I think becuase my hobbies aer more static really - could be the enjoyment - I'm actually an auditor - 30+ years now - so maybe also a little midlife  crisis ...LOL

  Tracy: ugh!  comparison is the thief of joy!

  Elizabeth Clune-Kneuer: @sarah it can also help to find someone prior to the session to remind you that you know this. You got this.  And to give you the reminder to breathe and you know more than you think you do.

  Amber DeLeon: If they are your peers, you might mention the level of brilliance in the room and see if anyone else wants to volunteer an answer to that one. If no one else can either, it takes the heat off you for not having an answer on the tip of your tongue.

  Mark P Ruppert: Agree Tracy !!

  Mark P Ruppert: Always helpful to have a good mentor

  M Hess: @Elizabeth or ask someone to give you a warm up question!

  Mark P Ruppert: Good one Amber

  Jason B Allen: @ Sarah - when you're honest around the question and then follow through professionally - it goes a long way

  James Moore: Another good resource, with reframing thoughts is highlighted in Brene Brown's Rising Strong.  She talks about "The Stories We Tell Ourselves"

  Daniel: can't even listen to an Info Sec webinar without hearing about New England

  Jason B Allen: but I dunno - you guys are smarter than me and have better answers :)

  Tracy: I keep a folder in my emails that are :thanks" or "good job" ones that I can read to change my thoughts and give myself a boost

  Sarah Bigham: These are fantastic suggestions!! Another aspect of imposter syndrome is tunnel vision and not being able to think outside the box, especially in the moment.

  Tracy: "thanks"

  Ben Woelk (RIT): +100 on mentoring

  Jay Gallman: and for those of u at the right point in our careers, learn how to be better at mentoring.

  Elizabeth Clune-Kneuer: Finding peers that you can ask things and talk with without judgement can also be a huge benefit.

  James Moore: Understaning common cognitive distortions (the things that CBT works on).  Also believing Philippians 4:8 to let our minds dwell on the good, not ignoring bad things, but to dwell on the good.

  Tyrone Smith: A talk on finding a mentor would be worthy of a whole talk.  This is really hard (for me)

  Elizabeth Clune-Kneuer: Mentoring is great but it also is a good reminder that good mentoring relationships go both ways and both can learn in the process!

  Dave Weiler: You're not alone, Tyrone.

  Jason B Allen: Tyrone is right - be great to talk about finding a mentor and being a mentor

  Andrew Cole: @Tyrone, good point. A webinar on how to find a mentor would be great

  Ben Woelk (RIT): @elizabeth absolutely!

  Precious McKoy: @ Tyrone <https://www.educause.edu/careers/special-topic-programs/mentoring>

  Tyrone Smith: Thanks for the link

  Mark P Ruppert: Good JAMES

  Daniel: TY

  Precious McKoy: YW

  Jason B Allen: Keep going!!!! Words to live by

  Richard Reif: Good presentation.  Many of us have these thoughts but assume we are alone.  Face the fear,  keep learning and be kind to yourself

  Mark P Ruppert: A mentor session would be good'

  Valerie  Vogel, EDUCAUSE: We will share this feedback about a webinar on mentoring with our professional learning team. Thank you!

  Charles Forsyth - UCR: Thanks so much

  Joanna Grama: Thank you for your presentation!!!

  Ben Woelk (RIT): Great job @tara

  Tracy: amazing info!  thank you so much!

  Precious McKoy: Thanks @Tara!  This has been great!!!

  Dave Weiler: Thank you!

  Annie Sauer: fantastic webinar, thank you!

  Sarah Bigham: This was an awesome preso. Thank you so much!!!!

  Tonya Bennett: Thank you

  Andrew Cole: Thanks so much for sharing personal experiences everyone (including Tara)

  Sherri Yerk-Zwickl @Campbell University: wonderful session @Tara!

  Marny Billings: Great webinar...thank-you!  Chat was helpful, too!

  M Hart: Thanks!  Great topic, and something I'd love to share with my teams.

  Elizabeth: I needed this so much!

  Allison Malecki: Thank you

  Jason B Allen: thanks great presentation and great conversations everyone!

  Ashley Valentijn: Thank you!

  Daniel: "Only fools have no fear"

  Mark P Ruppert: Indeed!

  Stephanie Gallagher 2: Thank you for this wonderful presentation!

    Ping Lieser: Thank you so much!

  Sarah Bigham: Just knowing I'm not alone is a huge boost in confidence.

    Daniel: I have plenty of certs and don't feel as knowledgeable as others.

  James Moore: My experience (here at RIT) is that certifications may matter when you change jobs, but they matter little for advancement.

  Sherri Yerk-Zwickl @Campbell University: Thanks!

  Daniel: Agree James