

IT'S DANGEROUS TO GO ALONE

BATTLING THE
INVISIBLE MONSTERS
IN TECH



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PyCon2014

— CODING —



Ways to Improve

- Testing
- Design patterns
- Software craftsmanship
- Tools
- more...

**We're missing
something**

— CODING —



— CODING —



— CODING —



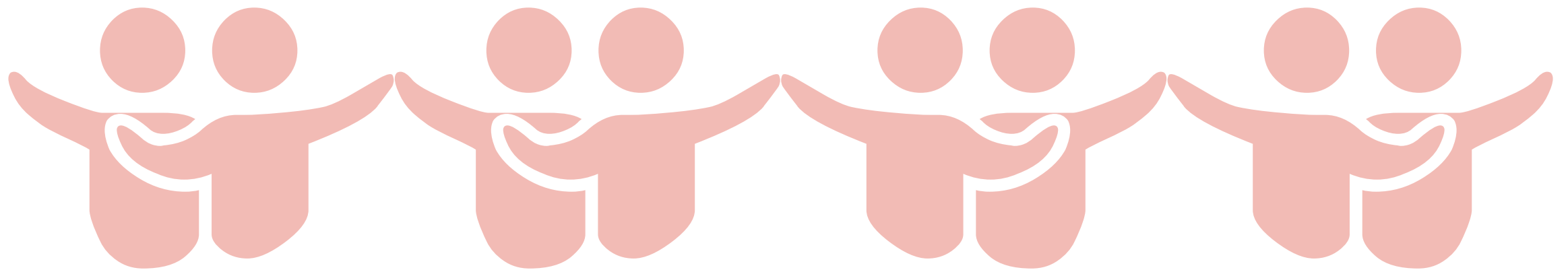
— CODING —



**These issues
create hurdles
to success**



**What we do is
communal**



**We need to
talk about this**

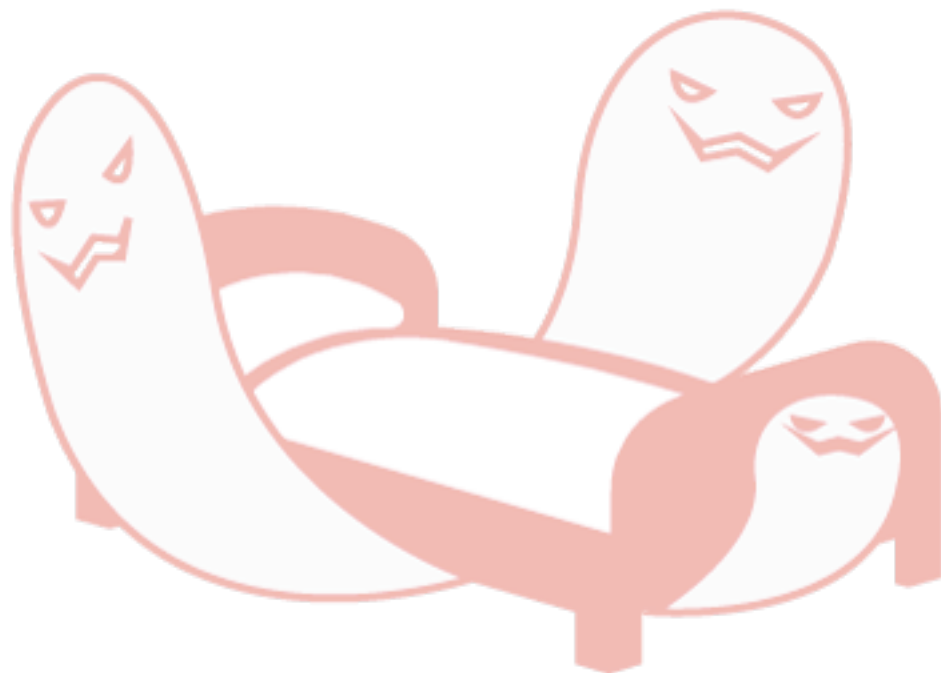
Ignoring it makes it worse



adult version of the

monsters

under the bed



- SELECT -

1. ISSUES

2. TOOLS

— SELECT —



1. ISSUES

2. TOOLS

IMPOSTOR SYNDROME

IMPOSTOR SYNDROME

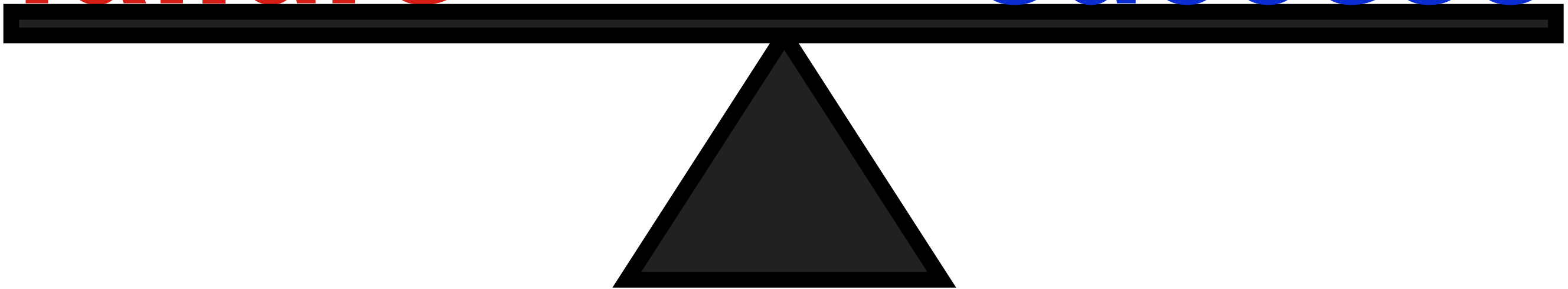
“A psychological phenomenon in which people are unable to internalize their accomplishments.”

coding involves
regular failure

Average Person

failure

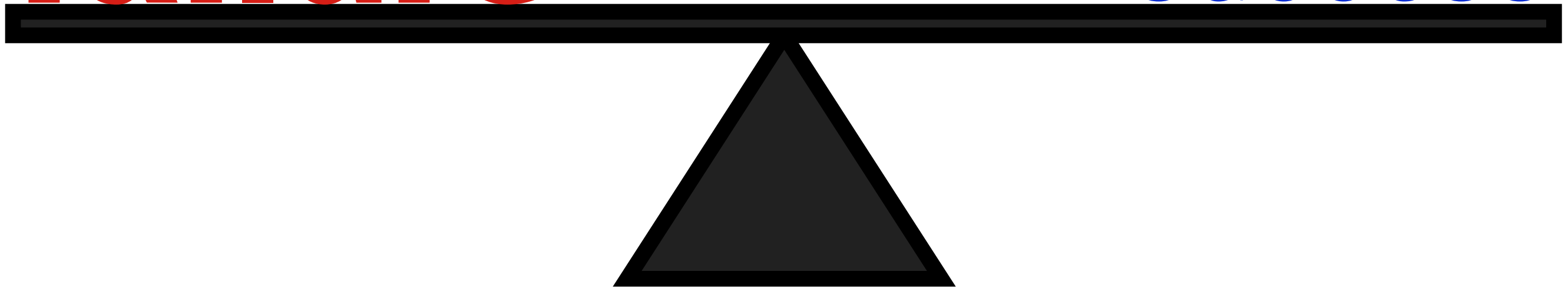
success



Impostor Syndrome

failure

success



Impostor Syndrome



**Victories diminish
in importance.**

**Failures
loom large.**

**Impostor Syndrome
can impact anyone**



**I was
just lucky**



**I'm not
that smart**

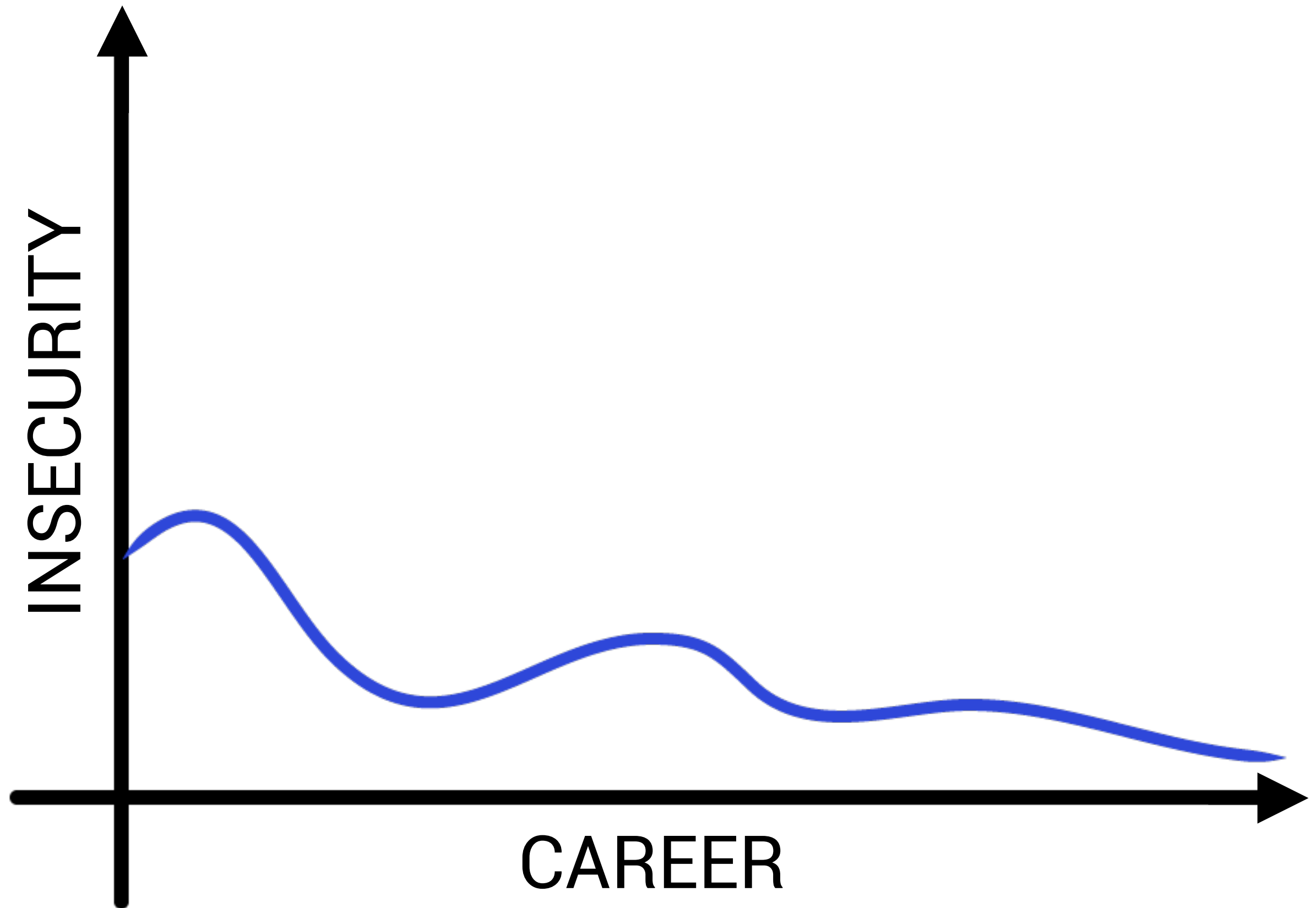


**I'm not a good
programmer**

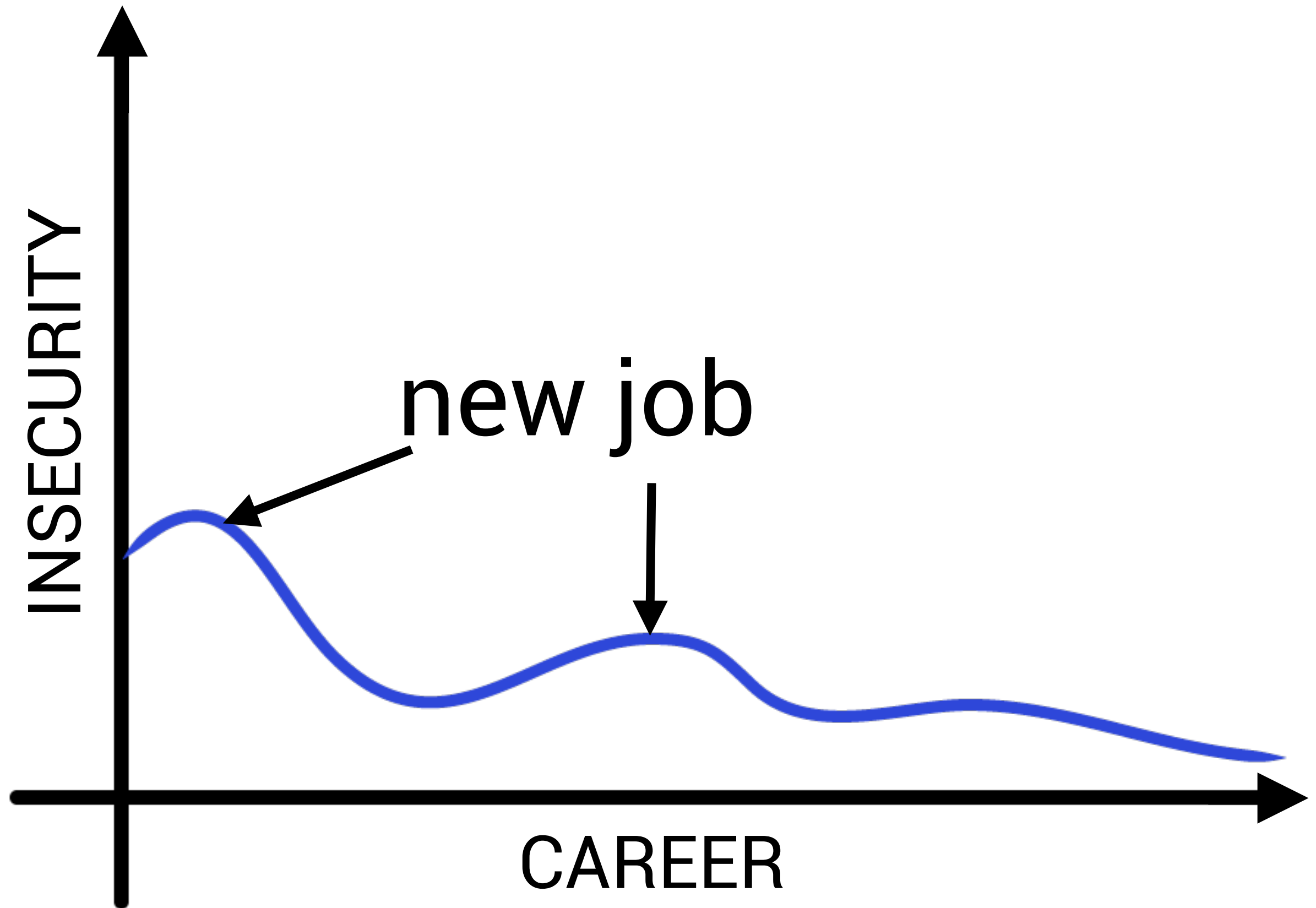
**I'm a
FRAUD**



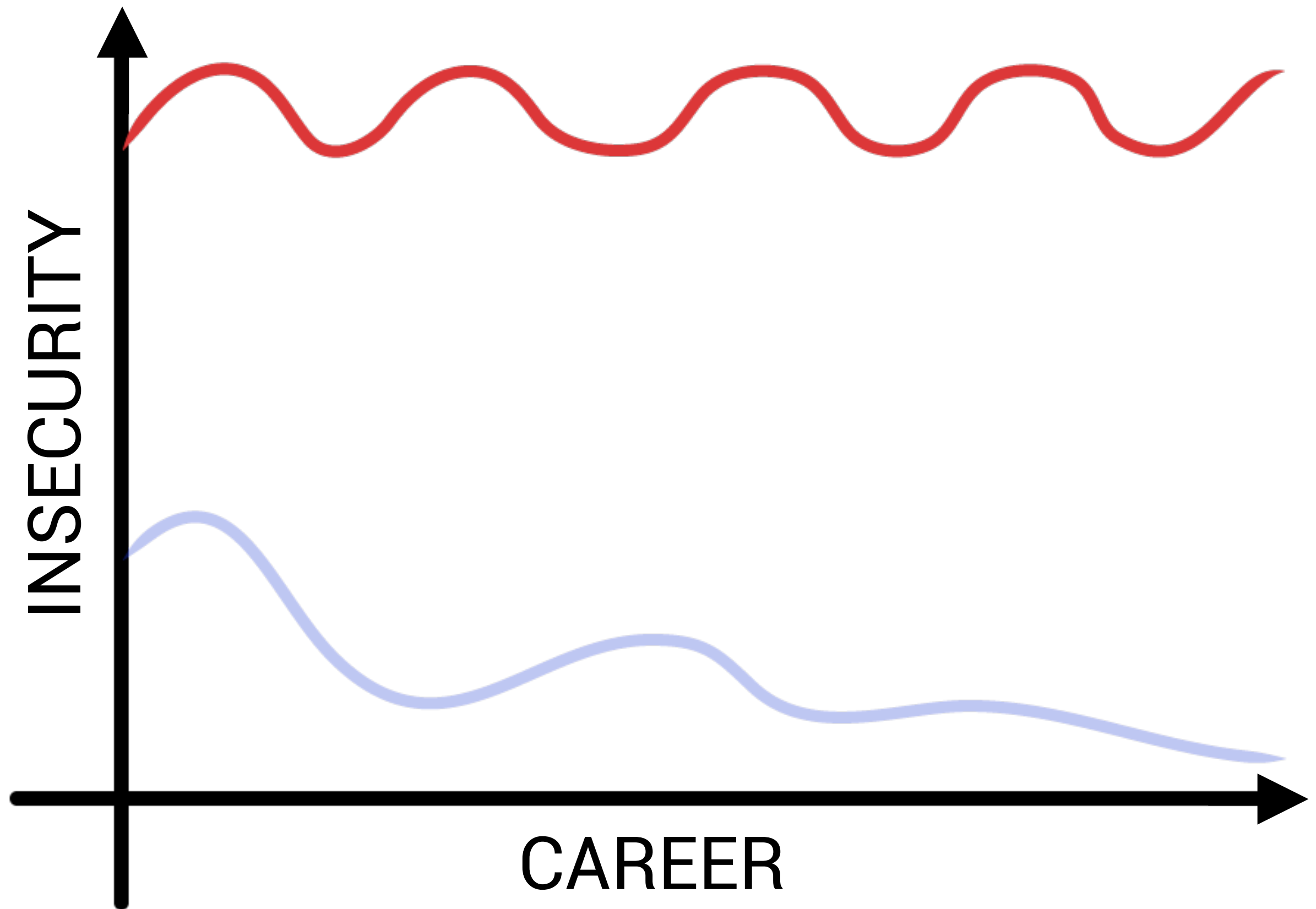
Average Person



Average Person



Impostor Syndrome



people with impostor syndrome

hold themselves back

Do not **share knowledge**



Do not **collaborate**



Do not **help with OSS**



Do not **apply** for jobs



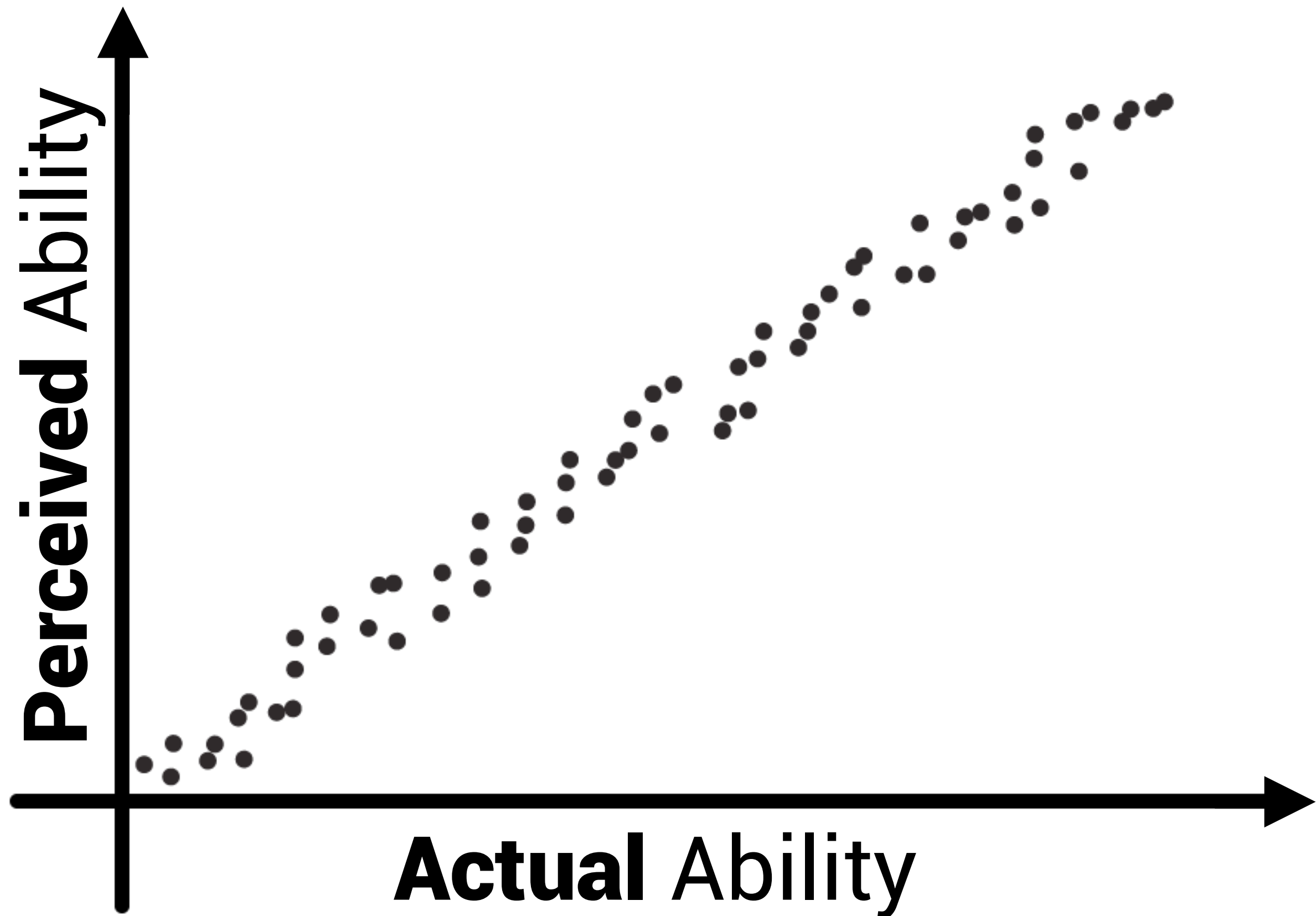
**You shouldn't feel like you have
to slay a dragon to get a job.**

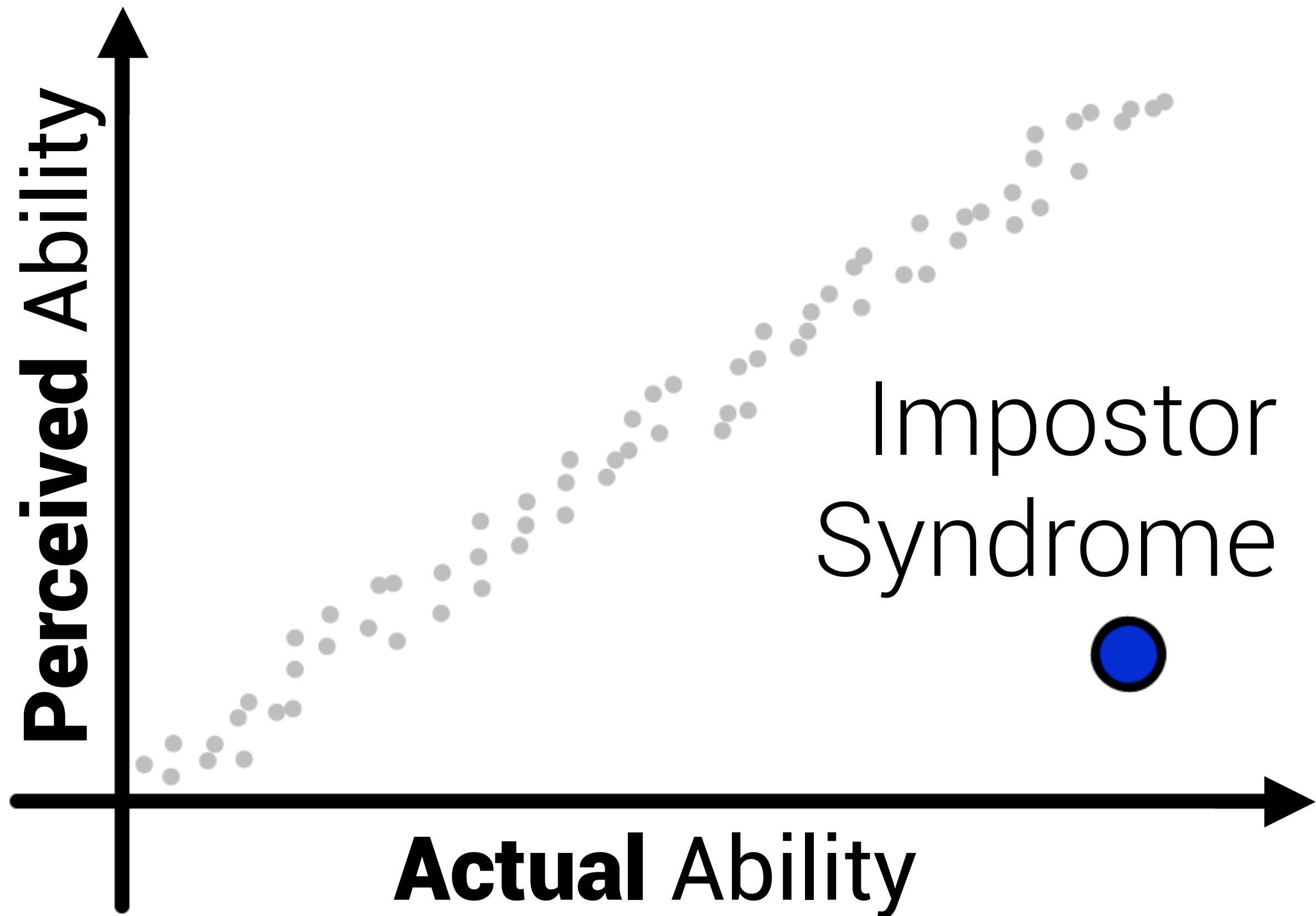


Start small.

Remain small.

End up small.



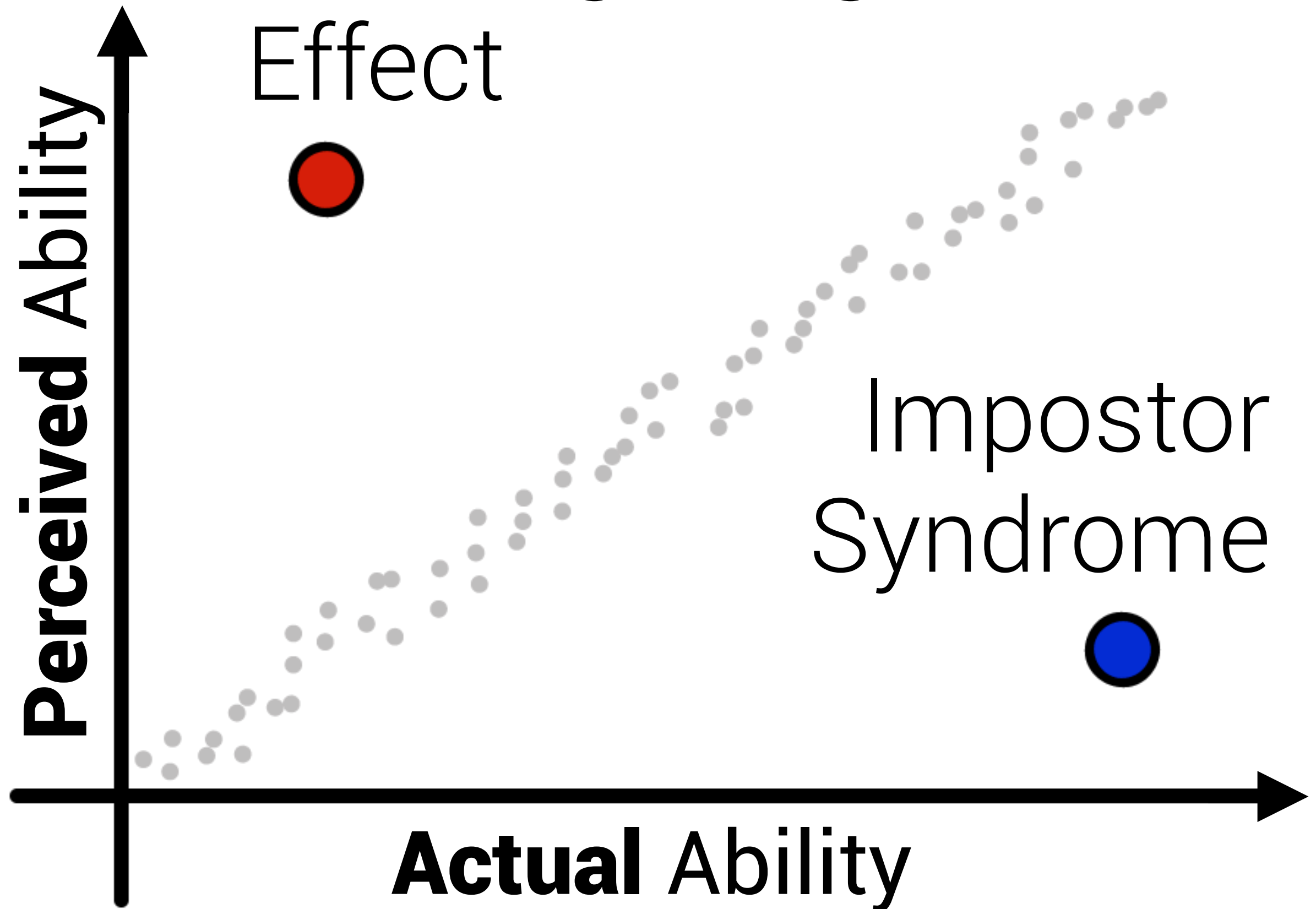


DUNNING-KRUGER EFFECT

DUNNING-KRUGER EFFECT

“A cognitive bias in which unskilled individuals suffer from illusory superiority, mistakenly rating their ability much higher than average.”

Dunning-Kruger Effect



people with impostor syndrome

push themselves

too hard

ALL THE
THINGS!





BURNOUT



BURNOUT

“Long-term exhaustion and
diminished interest in work.”

— CODING —





GAME OVER



GAME OVER

— SELECT —

1. ISSUES



2. TOOLS

IT'S DANGEROUS TO GO
ALONE! TAKE THESE.



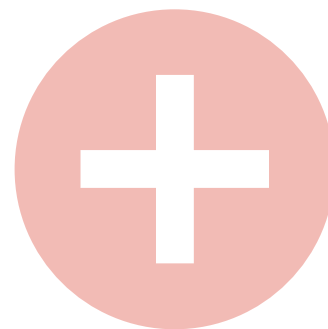
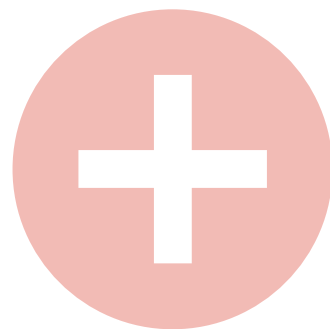
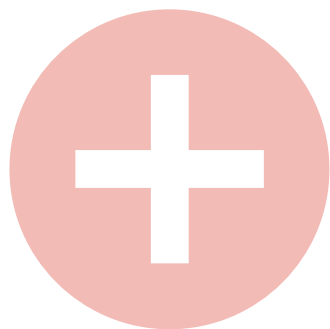
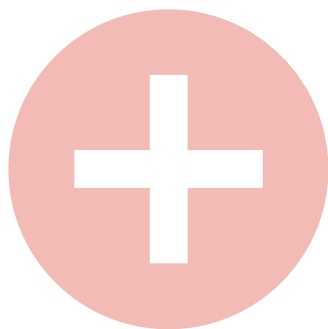
Build a Party



**Track
Measurable
Progress**

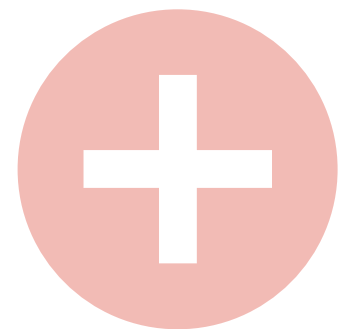
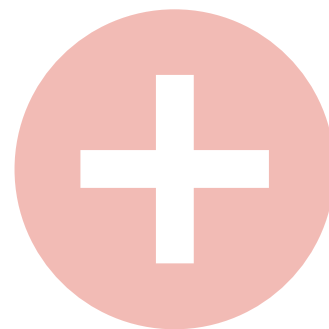
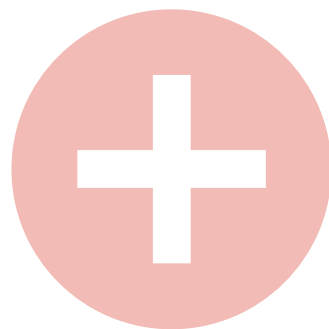
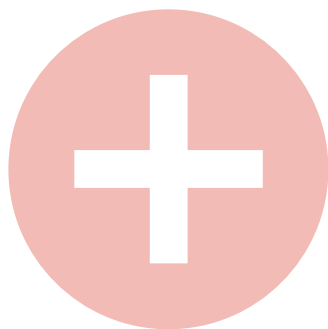


Look for Positives

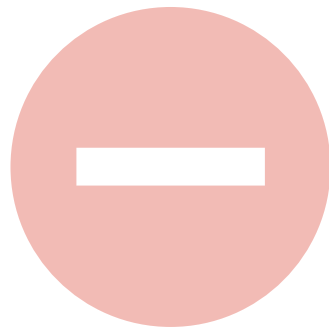


Look for Positives

help others find positives

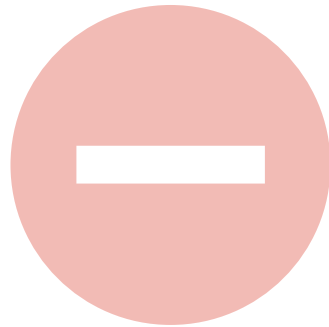


Avoid Negatives



Avoid Negatives

avoid creating negative spaces





Hacker School User's Manual



Hacker School User's Manual

No feigning surprise



Hacker School User's Manual

No feigning surprise

No well-actually's



Hacker School User's Manual

No feigning surprise

No well-actually's

No backseat-driving



Hacker School User's Manual

No feigning surprise

No well-actually's

No backseat-driving

No subtle sexism

(or racism, homophobia, etc.)

Help Others



Kill Your Heroes



Kill Your Heroes

not literally



Aaron Patterson



Aaron Patterson



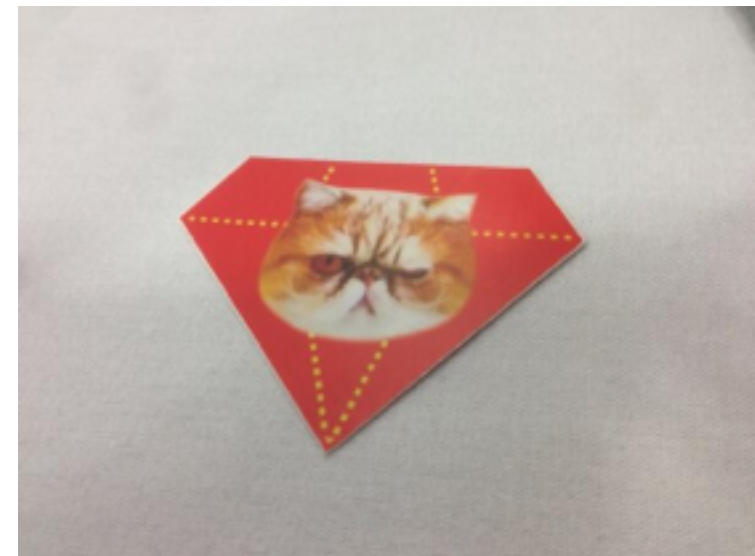
A wild Tenderlove appears!

Aaron Patterson



A wild Tenderlove appears!

Aaron Patterson



A wild Tenderlove appears!

**I get insanely
nervous when I
give presentations**



**Fake It 'til
You Make It**

**The secret to life is pretending
you know what you're doing.**



Talk about it



Help yourself



Help others



Enjoy coding



Join our online support group

bit.ly/impostor-syndrome-support



Feedback, please!



Julie Pagano

@juliepagoano



References

- Impostor Syndrome - http://en.wikipedia.org/wiki/Impostor_syndrome
- Dunning-Kruger effect - http://en.wikipedia.org/wiki/Dunning%E2%80%93Kruger_effect
- All The Things! - <http://hyperboleandahalf.blogspot.com/2010/06/this-is-why-ill-never-be-adult.html>
- Hacker School Social Rules - <https://www.hackerschool.com/manual#sub-sec-social-rules>
- Aaron Patterson at SCRC12 - <http://www.confreaks.com/videos/1137-scrc2012-open-source-how-to-give-back>

Attribution

- Road barrier from the noun project - <http://thenounproject.com/noun/road-barrier/#icon-No4357>
- Conversation designed by Anna Weiss from The Noun Project - <http://thenounproject.com/noun/conversation/#icon-No1680>
- Ghost designed by Emily Haasch from The Noun Project - <http://thenounproject.com/noun/ghost/#icon-No9345>
- Bed from noun project - <http://thenounproject.com/noun/bed/#icon-No12395>
- Group designed by Benny Forsberg from The Noun Project - <http://thenounproject.com/noun/group/#icon-No14947>
- Handshake designed by Marc Nadue from The Noun Project - <http://thenounproject.com/noun/handshake/#icon-No10714>
- Scale designed by Stephanie Wauters from The Noun Project - <http://thenounproject.com/noun/scale/#icon-No10409>

Additional Resources

- Ruby Rogues #107 Syndrome with Tim Chevalier - <http://rubyrogues.com/107-rr-impostor-syndrome-with-tim-chevalier/>
- Geek Feminism Wiki - http://geekfeminism.wikia.com/wiki/Impostor_syndrome
- Kicking impostor syndrome in the head: lessons from AdaCamp DC and SF - <http://adainitiative.org/2013/06/kicking-impostor-syndrome-in-the-head-lessons-from-adacamp-dc-and-sf/>
- Overcoming Impostor Syndrome - <https://medium.com/tech-talk/bdae04e46ec5>