

Authenticity, confidence, and the imposter syndrome

**Everyday excellence: A confident
future for women in surgery**

Women in Surgery
30 September 2016, RCS London

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What's the scale of the task?

- % of England's **working population** who are women : 47%
- % of **NHS Workforce** who are women : 77%
- **Doctors in training** who are women : 58%
- **All medical staff** who are women : 45%
- **Consultants** who are women : 33%
- **Medical Directors** who are women : 24%
- **Directors** in the NHS who are women : 37%
- **Chief Executives** who are women : 42%
- **Finance Directors** who are women : 32%
- **Nursing Directors** who are women : 85%
- **HR Directors** who are women : 68%

Source: NHS Employers



And...



Leadership Academy



Improvement



Jim Mackey

Ed Smith



England



Simon Stevens

Malcolm Grant



Health Education England



Ian Cumming

Keith Pearson



Public Health England



Duncan Selbie

David Heymann



David Behan

Peter Wyman



Andre Dillon

David Haslam



And...



Leadership Academy

Minister	Role
The Rt Hon, Jeremy Hunt MP	Secretary of State
Philip Dunne MP	Minister of State for Health
Lord Prior	Parliamentary Under Secretary of State for Health
Nicola Blackwood MP	Parliamentary Under Secretary of State for Public Health & Innovation
David Mowat MP	Parliamentary Under Secretary of State for Community Health and Care



Pay gap

Progress on closing the pay gap has been so slow that on current trends it will not be eradicated until 2069 - or 99 years after the 1970 Equal Pay Act

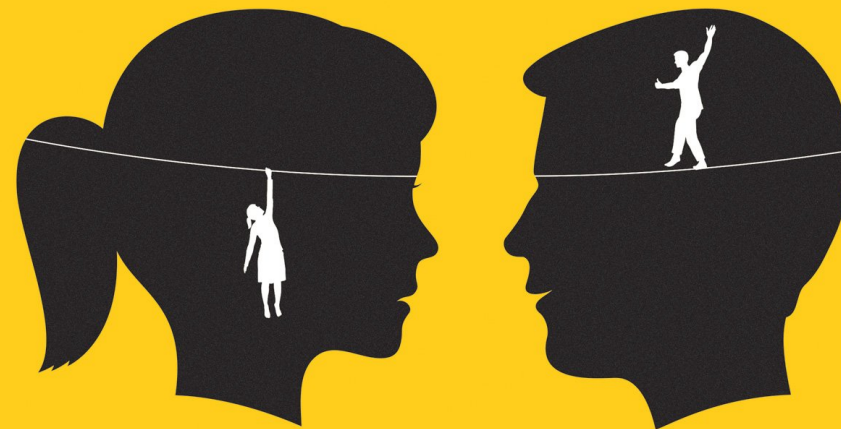
Source: Deloitte (2016), *Technology, career pathways and the gender pay gap*, *Women in Science, Technology, Engineering and Mathematics (STEM)*



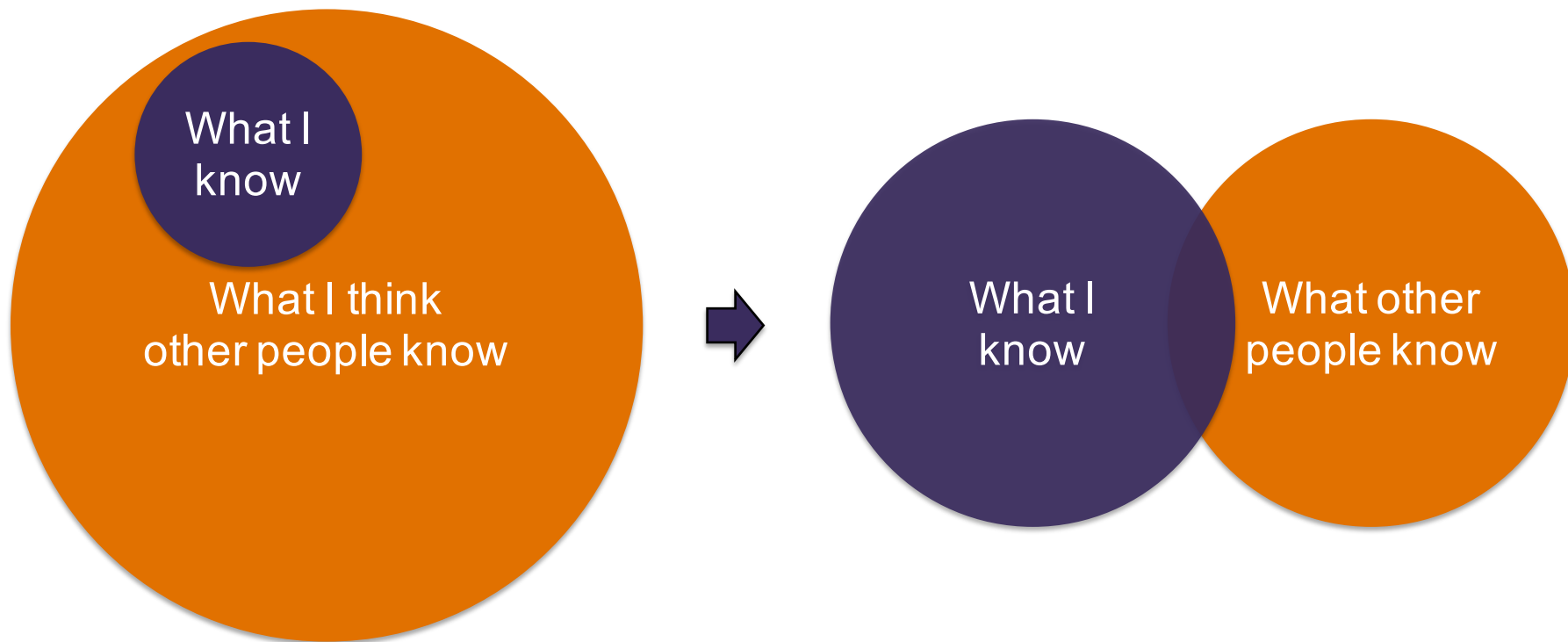
On a scale of 1 to 10 – how well did you do?

‘...men generally have higher levels of self-esteem than women, but this self-esteem gender gap is more pronounced in Western industrialized countries...’

Source: Bleidorn (2016) *Age and Gender Differences in Self-Esteem*, University of California, American Psychological Association



The imposter syndrome



The imposter syndrome



1. Know that it's normal!
2. Ask for feedback. People will probably tell you you're great – not perfect – but you deserve your success
3. Save up positive comments and victories

What is this?

5. A pseudoplastic substance of high viscosity whose resistance to flow decreases with increasing shear (or shock) rate. After the shear is removed the original viscosity is restored.
4. "Blessed relief for Mother and the other women in the household!"
3. Fruit concentrate, corn syrup (or other sugar), salt, spice and herb extracts (including celery), spice and garlic powder, and possibly allspice, cloves, cinnamon, onion, and/or other vegetables.

2.



1.



How do you feel about...?



What do we mean by 'brand'?

- A brand is a collection of experiences and associations connected with a service, a person or any other entity. It's what makes the product (in this case – that's you!) different from others. It's the reason why people should buy you, engage with you, be open to your influence.



Congruence and authenticity, or aligning '*being*' and '*doing*'

What I do: my '*doing*'

- **Tools** and techniques
- My **skills** and learnt abilities
- **Competencies** and qualifications
- **Role** and job title

Who I am: my '*being*'

- My **values** and my **assumptions** about people/reality/etc
- The **person** I fundamentally am
- My natural and core **self**

Congruence and authenticity

presence, alignment, integration, influence, 'walking the talk', personal power

Effective leadership

of self and others

Understanding your true 'brand'

1. What adjectives would you use to describe yourself?
2. What are you really good at (without even trying)?
3. What is unusual about you? Skills, experience, wider life, character...?
4. What problems can you be confident of solving?
- 5. In what ways do you deserve to fill up the authority of the position you already hold?**



Maya Angelou – *I Rise*

NHS

Leadership Academy



<https://www.youtube.com/watch?v=JqOqo50LSZ0>



Thank you

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