Navigating the Impostor Phenomenon: The Lived Experience of Nurse Leaders

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AIM of the study

Explore the experiences of the Impostor Phenomenon (IP) in successful nurse leaders (NL)

Provide further insight into the phenomenon and shed light what IP feels like and how those experiences allowed them to progress in their careers and effectively or ineffectively, manage IP feelings.
METHODOLOGY

Qualitative phenomenological methodology
Six essential themes that were illuminated:

(a) Welcoming Opportunities,
(b) Extended Sphere of Support,
(c) Willingness to be Courageous,
(d) Embracing the Journey,
(e) Willingly Expressing Humility and Authenticity
(f) Navigating the Impostor Process.
Navigating impostor feelings is a process of embracing the journey by welcoming opportunities through an extended sphere of support and willingness to be courageous, humble and express authenticity.
Theoretical Framework: Joseph Campbell’s hero’s journey

departure
- The call to adventure
- Refusal of the call
- Supernatural aid
- The crossing of the first threshold
- Belly of the whale

Initiation
- The road of trials
- The meeting with the goddess
- Atonement with the father
- Apotheosis
- The ultimate boon

Return
- Refusal of the return
- The magic flight
- Rescue from without
- Crossing of the return threshold
- Master of the two worlds
- Freedom to live
Findings

Departure
- The call to adventure
- Refusal of the call
- Supernatural aid
- The crossing of the first threshold
- Belly of the whale

Themes:
1. Welcoming Opportunities
2. Extended Sphere of Support
3. Willingness to be Courageous
Findings

Initiation

The road of trials
The meeting with the goddess
Woman as the temptress
Atonement with the father
Apotheosis
The ultimate boon
Findings

Return

- Refusal of the return
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Theme 6
Navigating the Impostor Process
Implications

This was the first study to explore IP experience in nurse leaders

Adds to the body of research as it relates to successfully navigating IP feelings

Healthy work environments

Mentorship

Empowerment
Recommendations

Creating a culture of normalcy

Nursing curriculum

Mentorship
What does your hero’s journey look like?