

PROPOSAL FOR PREVENTING IMPOSTER SYNDROME AMONG MEDICAL ONCOLOGISTS

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INTRODUCTION

Definition of Imposter Syndrome (IS): A psychological pattern where individuals doubt their accomplishments and fear being exposed as a 'fraud.'

Relevance to Oncologists: High-achieving professionals like oncologists may be particularly susceptible to IS, leading to increased burnout and decreased job satisfaction.



Medical Oncologists with Imposter Syndrome Suffer from Burnout Alkan et al has found that :

Prevalence: **29.3%** of participants had high **Imposter Syndrome scores (ISS)**.

Correlations:

- Positive correlation between high ISS and Emotional Exhaustion ($r=0.54$, $p<0.001$) and Depersonalization ($r=0.48$, $p<0.001$).
- Negative correlation between ISS and Personal Accomplishment ($r=-0.41$, $p<0.001$).

Risk Factors for High ISS:

- Univariate analysis: Younger age, **female gender**, unmarried, no children.
- Multivariate analysis: **Female gender significantly associated with high ISS (OR:1.85, $p=0.009$)**.



PROPOSED STRATEGIES FOR PREVENTION

Awareness and Education Programs: Workshops, seminars, and curriculum integration.

Mentorship and Peer Support Networks

Promote a Positive Work Environment Recognition, feedback, and team-building

Personal Development and Resilience Training Resilience, self-care, and mindfulness.

Organizational Policy Changes Work-life balance, mental health days, and support access.

