

Committee: Central New York Chapter of Health-system Pharmacists

Topic: Imposter Phenomenon

Sponsored: Christine Rahme and Peter Aiello

Imposter Phenomenon in Health System Pharmacists

Whereas, there are very few published studies assessing rates of Imposter Phenomenon and burnout amongst health systems pharmacists, and,

Whereas, the topic of pharmacy student, resident and pharmacist burnout is an area of focus for the American Society of Health-System Pharmacists, and,

Whereas, having Imposter Phenomenon has been shown to be directly correlated with higher levels of burnout, desire to leave your profession and lower job satisfaction, and,

Whereas, being more aware of the rates of Imposter Phenomenon and burnout in our profession will allow us to develop accurate and comprehensive plans on how to address it, therefore, be it

Resolved That: Imposter Phenomenon, in essence, is the idea that you've only succeeded due to chance, not because of your talent or qualifications. Individuals with Imposter Phenomenon experience intense feelings that their achievements are undeserved and worry that they are likely to be exposed as a fraud¹. This self-doubt can cause people who have Imposter Phenomenon to overwork, which contributes to high levels of burnout. The New York State Council of Health-System Pharmacists supports the delivery of a state wide Imposter Phenomenon survey to pharmacy students, residents and health system pharmacists in order to assess the role it plays in our profession. If the survey finds a level of distress of 25% or greater, the council will implement an educational program to help mitigate the impact of Imposter Phenomenon.

Date: February 8th, 2019

Signatures:

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Signatures:

Peter Aiello, PharmD

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1. Sakulku, J, Alexander, J. (2011). The Imposter Phenomenon *International Journal of Behavioral Science* 6(1), 75-97.
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