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### RESEARCH ARTICLE

#### “A DESCRIPTIVE CORRELATIONAL STUDY TO ASSESS THE IMPACT OF IMPOSTER SYNDROME ON BURNOUT AMONG CURRENTLY WORKING EMPLOYEES”

Mrs. Gyanendri Tomar, Ms. Prachi Arya and Ms. Sheetal Panwar  
Department of Medical-Surgical Nursing.

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#### Abstract

**Background:** People with Imposter Syndrome often feel they need to over-work and over-deliver on projects to avoid being found out. Researchers have identified a number of factors contributing to the emergence of Impostorism, including perfectionism and family environment.

**Objective:** Thus this article studies the Correlation between Imposter Syndrome and Burnout among working people.

**Research Design:** A correlational research design was used to evaluate the direction of the relationship between Imposter Syndrome and burnout. Data related to imposter Syndrome was collected by using the CIPs Scale and related to burn was gathered by using MBI Scale among current employees at Dehradun, Uttarakhand (2022).

**Methodology:** 50 employees who satisfied the inclusion criteria were selected as a sample by using a Non-probability sampling technique. An inventory containing a questionnaire was given to them after consent i.e. taken from each employee before the study. A linear approach i.e. linear regression was used to modeling the relationship between Imposter Syndrome and Burnout.

**Results:** The major findings of Regression statistics Multiple R (0.848771) indicates a strong relationship between imposter syndrome and burnout and Analysis of variance shows a good model of regression at alpha 0.05. P value (0.000170653) is less than the value at the 0.05 level of significance is less, so the null hypothesis is rejected.

**Conclusion:** The results revealed that there was a positive correlation between Imposter Syndrome and Burnout among employees.

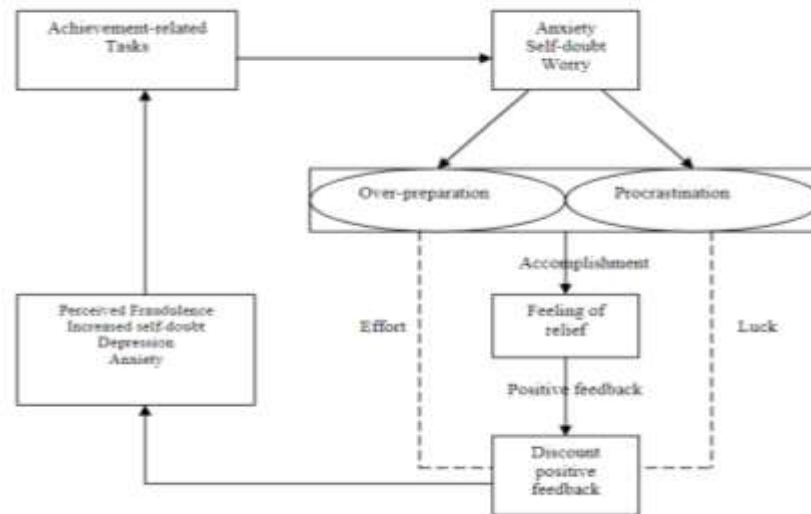
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#### Introduction:-

"Everyone is fine, except me,"

The “Impostor Phenomenon” was first described by Dr Pauline Clance, from her observations in a clinical setting (Clance, 1985). Individuals with the Impostor Phenomenon experience intense feelings that their achievements are undeserved and worry that they are likely to be exposed as a fraud. The sense that you are a fraud and that you are not as capable as people believe you to be is known as impostor syndrome. Despite being a "syndrome," it cannot be recognized as a mental condition. In contrast, the phrase is more frequently used to refer to accomplishment and

intelligence in particular, while it also has links with the social context and perfectionism. Simply explained, imposter syndrome is the feeling that you are a fraud in some area of your life, regardless of whatever success you may have experienced there. Merriam-Webster defines imposter syndrome as "chronic doubt over one's abilities or accomplishments accompanied by the fear of being exposed as a fraud," regardless of evidence of one's ongoing success "Imposter syndrome has a number of typical characteristics, such as the inability to realistically assess your skills and performance, blaming outside factors for your success, criticizing your work, fear that you won't live up to expectations, overachieving, halting your own progress, self-doubt, setting extremely challenging goals, and getting upset when you fail. Imposter syndrome can have a variety of factors, including poor upbringing, new career or academic chances, flaws, social anxiety, and low self-efficacy. A number of typical characteristics of imposter syndrome include: an inability to assess your skills and performance realistically; blaming external factors for your success; criticizing your work; worrying that you won't live up to expectations; overachieving; obstructing your own progress; and self-doubt.



**Fig 1:-** Impostor Phenomena (Clance, 1985).

In the general population, according to a more recent systemic analysis from 2020, the prevalence of IS ranged from 9% to 82%, while studies from the same year revealed that it varied from 22% to 60% among doctors and from 33% to 40% among trainee doctors. According to the most recent IS study, in the United States, 57% of pharmacy students and 15% of medical students have IS. Indeed, the threat posed by IS to public health is becoming more and more significant on a global and regional scale. For instance, among medical students, the prevalence of IS was found to be 30% in the US, 45.7% in Malaysia, and 47% in Pakistan. Numerous studies have found that IS and general psychological distress, as well as age, gender, and academic year, are strongly correlated. The study found that moderate to severe IS had detrimental academic and psychosocial consequences on medical students. The transition into clinical study can be extremely difficult and leave students feeling insecure. Additionally, a number of studies have shown that IS has a detrimental impact on medical students' physical and emotional health. Because they are not aware of their potential, people may miss out on possibilities.

Poor upbringing, new job or academic opportunities, faults, social anxiety, and low self-efficacy are only a few causes of imposter syndrome. The ideology the belief that you could have performed better if you weren't exactly perfect is a symptom of this type of imposter syndrome. You feel like a phony since you don't think you're as good as people think you are due of your perfectionistic impulses.

### Objectives of the study:-

1. To find out the prevalence of Imposter Syndrome and burnout.
2. To find out the association of sociodemographic variable with Imposter Syndrome.
3. To find out the co-relation between Imposter syndrome and burn out syndrome.

**Hypothesis****(Level of Significance <0.05)**

1. **H1:** There will be significant relation between Imposter syndrome and selected demographic variables.
2. **H2:** There will be significant correlation between Imposter syndrome and burnout.

**Material and Methods:-**

A correlational study was conducted from July to August 2022 at Dehradun, Uttarakhand, after taking informed consent from employees by using a self-administered validated questionnaire containing socio-demographic variables and symptoms of burnout using Clance imposter Phenomenon scale (CIPS) to assess the prevalence and degree of severity of imposter syndrome and burn out syndrome using Maslach burnout inventory scale among currently working persons on basis of convenient sampling technique. The data was collected and analysed the prevalence of burnout syndrome was assessed by summation of answers to all 40 items with a range of 0-57. More than 23 were considered as burnout.

**Result:-****Table 5.1:-** Description of socio-demographic variables of the samples.

S.No.	VARIABLES	CATEGORIES	FREQUENCY	PERCENTAGE (%)
1.	Age	20-30 year	30	60
		31-40 year	17	34
		41-50 year	03	6
2.	Gender	Male	18	36
		Female	32	64
3.	Job	Private	22	44
		Government	28	56

The above table shows that among 50 samples, with regards to age 30 (60%) samples belonged to 20-30 years of age, 17 (34%) belonged to 31-40 years of age and 3 (6%) belonged to 41-50 years of age. According to gender 18 (36%) of them were male and 32 (64%) were female. With regards to Job 22 (44%) of them are working in private industry and 28 (56%) were working in government industry.

**Table 5.2:-** Association with sociodemographic variables.

Imposter parameters	Chi 2	Df	P value	Significance level (0.05)
Age	62.38	12	8.266	insignificant
Gender	53.6392	9	2.210	insignificant
Type of job	52.650	9	3.40	Insignificant

Burnout parameters Emotional exhaustion	Chi 2	Df	P value	Significance level (0.05)
Age	50.632	12	0.0000108	insignificant
Gender	48.479	9	2.0779	insignificant
Type of job	47.327	9	3.417	insignificant

Burnout parameters Personal accomplishment	Chi 2	Df	P value	Significance level (0.05)
Age	19.755	12	0.0718	insignificant
Gender	19.864	9	0.0187	insignificant
Type of job	21.144	9	0.012	insignificant

Burnout parameters depersonalization	Chi 2	Df	P value	Significance level (0.05)
Age	52.453	12	5.150	insignificant
Gender	44.046	9	0.000	insignificant
Type of job	43.115	9	20531	insignificant

The above tables shows that there was no association between Imposter syndrome and sociodemographic variables such as age, gender and type of job at significance level of 0.05. As well as there is no association of parameters of burnout such as emotional exhaustion, personal accomplishment and depersonalization with sociodemographic variables at significance level of 0.05.

**Table 5.3:-** Prevalence of Imposter Syndrome.

Ranges	Severity	Job		Age			Gender	
		Private	Gov.	20-30	31-40	41-50	Male	Female
0-25	mild	1	1	2	0	0	1	1
26-50	mod	8	7	9	6	2	7	8
51-75	severe	14	17	18	11	1	10	21
76-100	very severe	0	2	1	0	0	0	2

The above table shows that out of private employees 2% were mild, 16% were moderate, and 28 % were having severe Imposterism. None of them were suffering from severe Imposterism. Out of government employees, 2% were mild, 14% were moderate, 34% were severe, and 4 % were having very severe Imposterism in this study.

Regarding age between the age group of 20-30 years 4% were mild, 18% were moderate, 38% were severe, and 2% were having very severe Imposterism. Between the age group of 31-40 years, 12% were moderate, 22 % were having severe Imposterism. Out of them none has shown mild and very severe Imposterism. Between the age group 41-50, 4% were moderate, 2% were having severe Imposterism. None were having mild and very severe Imposterism in this age group in this study.

Regarding gender among males 2% were mild, 14% were moderate and 20% were having severe Imposterism and none of were having very severe Imposterism. Among females 2% were mild,16% were moderate,42% were severe and , 4% were having very severe Imposterism.

**Table 6.1:-** Prevalence of Burnout (Emotional Exhaustion).

EMOTIONAL EXHAUSTION								
Ranges	Severity	Job		Age			Gender	
		Private	Gov.	20-30	31-40	41-50	Male	Female
0 -9	Low degree	2	5	5	1	1	4	3
10-18	Moderate degree	13	15	15	11	2	10	18
19-27	High degree	7	7	9	5	0	4	10
28- 36	Very high degree	0	1	1	0	0	0	1

The above table shows the severity of emotional exhaustion among private employees was, 4% low degree, 26% moderate degree, and 14 % high degree. None of them has shown very high degree of emotional exhaustion. Government employees with severity of emotional exhaustion were, 10% low degree, 30% moderate degree, and 14% high degree, and 2% very high degree.

In reference to age, severity of emotional exhaustion between the age group of 20-30 years was 10% low degree, 30% moderate, 18% high degree, and 2% very high degree. Between the age group of 31-40 years was, 2% low degree, 22 % moderate degree 10% high degree emotional exhaustion. Out of them, none has shown a very high degree of emotional exhaustion. Between the age group 41-50 years was, 2% low degree and, 4% moderate degree of emotional exhaustion. None were having high and very high degree of emotional exhaustion.

Regarding gender Severity of emotional exhaustion among males were 8% low degree and, 20% moderate degree 8% high degree. None of them has shown high and very high degree of emotional exhaustion. Among females severity of severity emotional exhaustion was 6% low degree 36% moderate degree 20% high degree and 2% very high degree.

**Table 6.2:-** Prevalence of Burnout (Personal Accomplishment).

PERSONAL ACCOMPLISHMENT								
Ranges	Degree	Job		Age			Gender	
		Private	Gov.	20-30	31-40	41-50	Male	Female
0-8	Low degree	0	0	0	0	0	0	0
9-16	Moderate degree	5	2	5	2	0	2	5
17- 24	High degree	12	16	17	9	2	9	19
25 - 32	Very High degree	5	10	8	6	1	7	8

The above table shows the degree of personal accomplishment among private employees was, 0% low degree, 10% moderate degree, and 24 % high degree 10 very high degree. Government employees shows the degree of personal accomplishment was, 0% low degree, 4% moderate degree, 32% high degree, and 20% very high degree.

In reference to age, degree of personal accomplishment between the age group of 20-30 years was 0% low degree, 10% moderate degree, 34% high degree and 16% very high degree. Degree of personal accomplishment between the age group of 31-40 years was, 4% moderate degree, 18 % high degree and 12% very high. Degree of personal accomplishment between the age group 41-50 years was, 0% low degree, 0% moderate degree, 4% high degree and 2 % very high degree.

Regarding gender degree of personal accomplishment among males were 4% moderate degree and, 18% high degree 14% very high degree. Degree of personal accomplishment among females was 10% moderate degree, 38% high degree and 16% very high degree and 2% very high degree.

**Table 6.3:-** Prevalence of Burnout (Depersonalization).

DEPERSONALIZATION								
Ranges	Severity	Job		Age			Gender	
		Private	Gov.	20-30	31-40	41-50	Male	Female
0 -5	Low degree	2	6	3	3	2	5	3
6-10	Moderate degree	15	14	16	12	1	10	19
11-15	High degree	4	8	10	2	0	3	9
16-20	Very high degree	1	0	1	0	0	0	1

The above table shows the severity of depersonalization among private employees were, 4% low degree, 30% moderate degree, and 8 % high degree, and 2 % very high degree. Government employees with severity of depersonalization were, 12 low degree, 28% moderate degree, and 16% high degree, and none of them has shown a very high degree of depersonalization.

In reference to age severity of depersonalization between the age group of 20-30 years was 6% low degree, 32% moderate, 20% high degree, and 2% very high degree. Between the age group of 31-40 years was, 6% low degree, 24 % moderate degree 4% high degree depersonalization. Out of them, none has shown a very high degree of depersonalization. Between the age group 41-50 years was, 4% low degree and, 2% moderate degree of depersonalization. None were having high and very high degree of depersonalization.

Regarding gender Severity of depersonalization among males were 10% low degree and, 20% moderate degree 6% high degree. None of them has shown high and very high degree of depersonalization. Among females severity of depersonalization was 6% low degree 38% moderate degree 18% high degree and 2% very high degree.

**Table 7:-** Linear regression between Imposterism and burnout.

SUMMARY OUTPUT								
Regression Statistics								
Multiple R	0.848770							
R	681							

R Square	0.720411669							
Adjusted R Square	0.714586912							
Standard Error	4.77351537							
Observations	50							
In the table of Regression statistics Multiple R (0.848771) indicates a strong relationship between imposter syndrome and burnout.								
ANOVA								
	Df	SS	MS	F	Significance F			
Regression	1	2818.250449	2818.250449	123.6809847	6.9729E-15			
Residual	48	1093.749551	22.78644898					
Total	49	3912						
The table of Analysis of variance shows a good model of regression at alpha 0.05.								
	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	12.56334205	3.081427476	4.077117552	0.000170653	6.367716862	18.75896724	6.36771686	18.75896724
X Variable 1	0.624750709	0.056176579	11.12119529	6.9729E-15	0.511800126	0.737701292	0.51180013	0.737701292

The table shows the p-value is less the value at the 0.05 level of significance is less, so the null hypothesis is rejected.

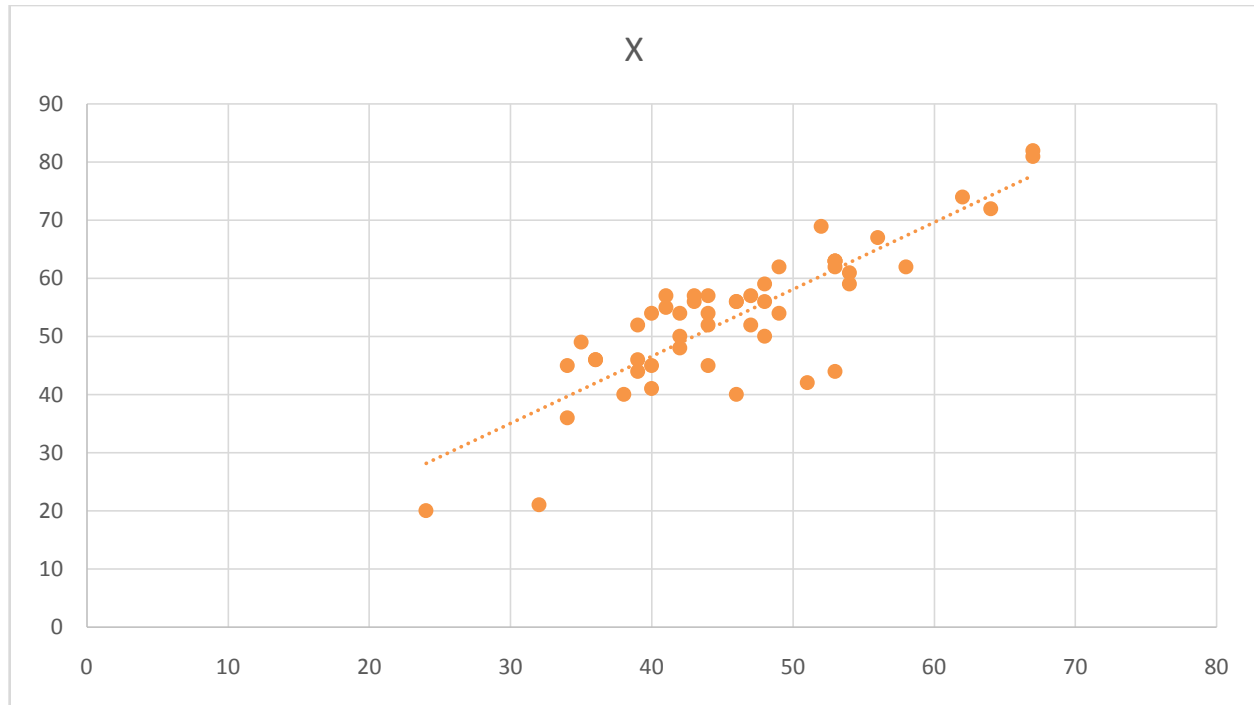


Fig.2:- Line of best fit.

### Discussion:-

The present study was conducted to evaluate the impact of imposter syndrome on burnout among currently working people. The investigator collected the samples by Non-Probability convenient Sampling Technique. The investigator collected the data by using the modified Clance Imposter Phenomenon scale and Maslach burnout inventory to evaluate the level of imposter syndrome as well as burnout among employees. The investigator used a correlational prospective research design. The tool consists of demographic variables, Clance Imposter Phenomenon scale, and Maslach burnout inventory scale. The main study was conducted in the month of July to August 2022, on 50 working people who met the inclusion criteria, who were selected by a non-Probability convenient sampling technique. After the selection of samples, all three tools were used to collect information related to the sample's personal details, level of imposter syndrome as well as burnout syndrome. Descriptive statistics (frequency, percentage, mean, standard deviation) and inferential statistics (linear regression model) were used to analyze the data, and to make the prediction about the negative impact of imposter syndrome on burnout. The data identified from the present study shows that there was a statistical significance of the relationship between burnout and imposter syndrome.

Founder of an IS consultancy Ms. Clare Josa also the author of "Ditching Imposter Syndrome, says that there is a link between Imposter syndrome and burnout. She conducted a study on 2000 workers in the UK. The result of the study has shown that 62% were struggling with Imposterism and 34% were at high risk of burning out. On the basis of the study, she concluded that imposter syndrome is a predictor for burnout.

### Conflict Of Interest

The authors declare that they have no competing interests. Ethics declarations Ethics approval and consent to participate. State College of Nursing, institute's Ethics Committee reviewed this study and granted ethical approval. Consent has been obtained from participants.

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