

Do you suffer from the Impostor Phenomenon?

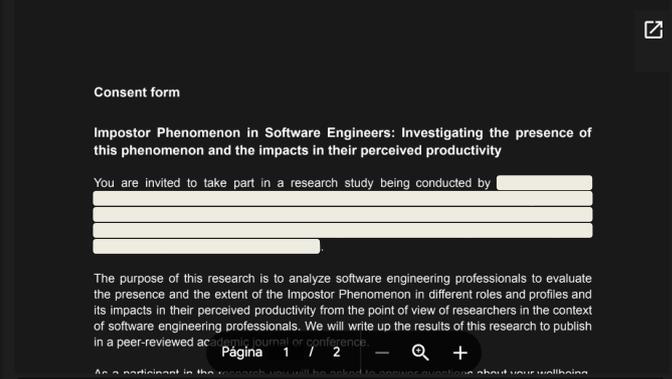
People who really suffer from it usually don't know they do.

This survey is part of a research about the presence of Impostor Phenomenon among software engineers.

It is an anonymous survey. There are three sections, each section takes around 5 minutes to answer. First, we want to know about you, then we see if you have impostor feelings and to what extent, finally you answer some questions about your perceived productivity. At the end, you will have your results about how impostor feelings impact your life.

At the end of the survey, you will be asked to optionally enter your email address. In case you agree, we will provide you with an overview of the survey results. Please note that the survey follows a high academic standard and is conducted anonymously. We will not associate your email address with your answers and exclusively use the addresses to send the survey results.

Please, read the Consent Form before continue.



Consent form

Impostor Phenomenon in Software Engineers: Investigating the presence of this phenomenon and the impacts in their perceived productivity

You are invited to take part in a research study being conducted by [redacted]

The purpose of this research is to analyze software engineering professionals to evaluate the presence and the extent of the Impostor Phenomenon in different roles and profiles and its impacts in their perceived productivity from the point of view of researchers in the context of software engineering professionals. We will write up the results of this research to publish in a peer-reviewed academic journal or conference.

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I read the consent form above and I agree to the processing of my personal data in accordance with the information provided herein.

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Section 1

Let us know about you

1. What is your role in software engineering? *

Mark all that relates to you.

- | | |
|--|--|
| <input type="checkbox"/> Software developer | <input type="checkbox"/> Data engineer |
| <input type="checkbox"/> Data scientist | <input type="checkbox"/> Software architect |
| <input type="checkbox"/> ML engineer | <input type="checkbox"/> Engineering manager |
| <input type="checkbox"/> Tester | <input type="checkbox"/> UX/UI designer |
| <input type="checkbox"/> Business analyst | <input type="checkbox"/> QA engineer |
| <input type="checkbox"/> Project manager | <input type="checkbox"/> Scrum master |
| <input type="checkbox"/> Requirements engineer | <input type="checkbox"/> Product manager/Product owner |
| <input type="checkbox"/> Director | <input type="checkbox"/> Team lead or Technical lead |
| <input type="checkbox"/> C-level | <input type="checkbox"/> Other |

2. What is the main application domain in which your company develops software? *

3. How many employees are currently employed in the company where you work? *

- | | |
|---|---|
| <input type="radio"/> A Less than 9 | <input type="radio"/> B From 10 to 49 |
| <input type="radio"/> C From 50 to 99 | <input type="radio"/> D From 100 to 499 |
| <input type="radio"/> E From 500 to 999 | <input type="radio"/> F From 1000 to 4999 |
| <input type="radio"/> G From 5000 to 9999 | <input type="radio"/> I More than 10000 |
| <input type="radio"/> H Does not apply | |

4. How many years of experience in software engineering do you have? *

- A** Less than 3 years
- B** More than 3, less than 5 years
- C** More than 5, less than 10 years
- D** More than 10, less than 15 years
- E** More than 15 years

5. What is your country of citizenship? *

6. What is your age? *

7. What is your gender? Please, check all that apply. *

- Female
- Male
- Non-binary
- Transgender
- Genderqueer
- Gender non-conforming
- Prefer to self describe
- Prefer not to answer

8. What is your predominant race/ethnicity? Please, check all that apply. *

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Other Race
- Prefer not to answer

9. What is your level of education? *

- A Primary education
- B Secondary education
- C Bachelor's or equivalent level
- D Master's or equivalent level
- E Doctoral or equivalent level

10. What is your major? *

example: Computer Science

11. What is your marital status? *

- A Single
- B Married or Cohabiting
- C Divorced
- D Widow/Widower
- E Prefer not to answer

12. How many children do you have? *

- A 0
- B 1
- C 2
- D 3 or more
- E Prefer not to answer

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Section 2

Clance IP Scale

For each question, please select the number that best indicates how true the statement is for you.

It is better to give the first response that enters your mind rather than dwelling on each statement and thinking about it over and over.

Options are:

1. Not at all true 2. Rarely 3. Sometimes 4. Often 5. Very true

1. I have often succeeded on a test or task even though I was afraid that I would not do well before I undertook the task. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

2. I can give the impression that I'm more competent than I really am. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

3. I avoid evaluations if possible and have a dread of others evaluating me. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

4. When people praise me for something I've accomplished, I'm afraid I won't be able to live up to their expectations of me in the future. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

5. I sometimes think I obtained my present position or gained my present success because I happened to be in the right place at the right time or knew the right people. *

1	2	3	4	5
NOT AT ALL TRUE		SOMETIMES		VERY TRUE

6. I'm afraid people important to me may find out that I'm not as capable as they think I am. *

1	2	3	4	5
NOT AT ALL TRUE		SOMETIMES		VERY TRUE

7. I tend to remember the incidents in which I have not done my best more than those times I have done my best. *

1	2	3	4	5
NOT AT ALL TRUE		SOMETIMES		VERY TRUE

8. I rarely do a project or task as well as I'd like to do it. *

1	2	3	4	5
NOT AT ALL TRUE		SOMETIMES		VERY TRUE

9. Sometimes I feel or believe that my success in my life or in my job has been the result of some kind of error. *

1	2	3	4	5
NOT AT ALL TRUE		SOMETIMES		VERY TRUE

10. It's hard for me to accept compliments or praise about my intelligence or accomplishments. *

1	2	3	4	5
NOT AT ALL TRUE		SOMETIMES		VERY TRUE

11. At times, I feel my success has been due to some kind of luck. *

1	2	3	4	5
NOT AT ALL TRUE		SOMETIMES		VERY TRUE

12. I'm disappointed at times in my present accomplishments and think I should have accomplished much more. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

13. Sometimes I'm afraid others will discover how much knowledge or ability I really lack. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

14. I'm often afraid that I may fail at a new assignment or undertaking even though I generally do well at what I attempt. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

15. When I've succeeded at something and received recognition for my accomplishments, I have doubts that I can keep repeating that success. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

16. If I receive a great deal of praise and recognition for something I've accomplished, I tend to discount the importance of what I've done. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

17. I often compare my ability to those around me and think they may be more intelligent than I am. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

18. I often worry about not succeeding with a project or examination, even though others around me have considerable confidence that I will do well. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

19. If I'm going to receive a promotion or gain recognition of some kind, I hesitate to tell others until it is an accomplished fact. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

20. I feel bad and discouraged if I'm not "the best" or at least "very special" in situations that involve achievement. *

1 2 3 4 5

NOT AT ALL TRUE SOMETIMES VERY TRUE

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Section 3

What is your perceived productivity?

Analyze each sentence considering how you feel about each item during the last month. Be as honest as possible.

Satisfaction

Satisfaction is how fulfilled you feel with your work, team, tools, or culture.

1. I feel fulfilled at my work. *

1 2 3 4 5

STRONGLY DISAGREE STRONGLY AGREE

Well-being

Well-being is how healthy and happy you are, and how your work impacts it.

2. I am healthy and happy when I work. *

1 2 3 4 5

STRONGLY DISAGREE STRONGLY AGREE

Performance

Performance is the outcome of a system or process. It is related to: quality, reliability, absence of bugs, ongoing service health and impact, customer satisfaction, customer adoption and retention, feature usage, cost reduction.

3. I deliver high quality work. *

1	2	3	4	5
STRONGLY DISAGREE			STRONGLY AGREE	

4. I deliver impactful work. *

1	2	3	4	5
STRONGLY DISAGREE			STRONGLY AGREE	

Activity

Activity is a count of actions or outputs completed in the course of performing work.

5. I complete as many tasks as it is expected from me in my position. *

1	2	3	4	5
STRONGLY DISAGREE			STRONGLY AGREE	

Communication

Communication capture how people and teams communicate. Effective teams that successfully contribute to and integrate each other's work efficiently rely on high transparency and awareness of team member activities and task priorities.

6. I feel comfortable communicating with my team. *

1	2	3	4	5
STRONGLY DISAGREE			STRONGLY AGREE	

7. My team supports and values my communication. *

1	2	3	4	5
STRONGLY DISAGREE			STRONGLY AGREE	

Collaboration

Collaboration capture how people and teams work together, how information flows within and across teams impacts the availability and discoverability of documentation that is needed for the effective alignment and integration of work.

8. I play an important role in my team. *

1 2 3 4 5

STRONGLY DISAGREE STRONGLY AGREE

Efficiency and Flow

Efficiency and *flow* capture the ability to complete work or make progress on it with minimal interruptions or delays, whether individually or through a system.

9. I am able to focus on and make progress on my work without internal interruptions (eg., mind wandering, lack of confidence). *

1 2 3 4 5

STRONGLY DISAGREE STRONGLY AGREE

10. I am able to focus on and make progress on my work without external interruptions (eg., notification from mobile device, a colleague asking a question). *

1 2 3 4 5

STRONGLY DISAGREE STRONGLY AGREE

Please answer the following questions considering your last month of work.

11. I have felt cheerful and in good spirits. *

A All of the time

B Most of the time

C More than half the time

D Less than half the time

E Some of the time

F At no time

12. I have felt calm and relaxed. *

- A All of the time
- B Most of the time
- C More than half of the time
- D Less than half of the time
- E Some of the time
- F At no time

13. I have felt active and vigorous. *

- A All of the time
- B Most of the time
- C More than half the time
- D Less than half the itme
- E Some of the time
- F At no time

14. I woke up feeling fresh and rested. *

- A All of the time
- B Most of the time
- C More than half the time
- D Less than half the time
- E Some of the time
- F At no time

15. My daily life has been filled with things that interest me. *

- A All of the time
- B Most of the time
- C More than half the time
- D Less than half the time
- E Some of the time
- F At no time

16. How often was your performance higher than most workers on your job? *

- A All of the time
- B Most of the time
- C More than half the time
- D Less than half the time
- E Some of the time
- F At no time

17. How often was your performance lower than most workers on your job? *

- A All of the time
- B Most of the time
- C More than half the time
- D Less than half the time
- E Some of the time
- F At no time

18. How often did you do no work at times when you were supposed to be working? *

- A All of the time
- B Most of the time
- C Some of the time
- D A little of the time
- E None of the time

19. How often did you find yourself not working as carefully as you should? *

- A All of the time
- B Most of the time
- C Some of the time
- D A little of the time
- E None of the time

20. How often was the quality of your work lower than it should have been? *

- A All of the time
- B Most of the time
- C Some of the time
- D A little of the time
- E None of the time

21. How often did you not concentrate enough on your work? *

- A All of the time
- B Most of the time
- C Some of the time
- D A little of the time
- E None of the time

22. How often did health problems limit the kind or amount of work you could do? *

- A All of the time
- B Most of the time
- C Some of the time
- D A little of the time
- E None of the time

23. How would you compare your overall job performance with the performance of most other workers who have a similar type of job? *

- A You were a lot better than other workers
- B You were somewhat better than other workers
- C You were a little better than other workers
- D You were about average
- E You were a little worse than other workers
- F You were somewhat worse than other workers
- G You were a lot worse than other workers

If you would like to receive an overview of this research results, please, type your email.

Feel free to share with us any comment or experience about the Impostor Phenomenon.

You will see your Impostor Phenomenon score after clicking in submit.



I'm not a robot



reCAPTCHA
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Thank you for your answers!

Your impostor score is: **0**

The higher the score, the more frequently and seriously the Impostor Phenomenon interferes in a person's life.

Score	Result
40 or less	Few Impostor Phenomenon characteristics
Between 41 and 60	Moderate Impostor Phenomenon experiences
Between 61 and 80	Frequently has Impostor Phenomenon feelings
More than 80	Intense Impostor Phenomenon experiences

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The **Impostor Phenomenon** occurs in people who have valid and concrete accomplishments, however they believe their achievements are not a result of their own abilities and work. Anxiety, self-doubt and the feeling of being a fraud are common for them.

Moderate to high scores is common to many successful professionals. Scoring more than 80 is not related to a pathological disease. A therapist can help you recognize feelings associated with imposter phenomenon and create new behaviors to get past them.

