**What specific traits or behaviors of your supervisors and teachers, who have supported you in coping with Imposter Syndrome, can you apply when working with students and colleagues?**

* Making me feel supported
* Being patient, welcoming, open with their own challenges or struggles
* Vocally commending a job well done, with me but also in front of others
* Affirmation of a job well done when they sense self-doubt
* Showed patience, understanding, honesty
* Being direct, caring, patient, and not afraid to discuss these issues.
* Didn’t make my problems feel small
* Gently pushing when you need it - they recognize this when you don't
* Sharing their own vulnerability
* Giving objective feedback, good and bad.
* Encouraging, reaffirming
* They were non-judgmental, encouraging, approachable
* Including me in decision-making, valuing my opinion, honest and transparent
* Approachable and open
* Providing opportunities to shine
* Providing unconditional support
* Encouraging
* Being honest
* Self-disclosing their own self-doubt in their career; being humble, supportive, vulnerable
* Being supportive, approachable, knowledgeable
* Open to hearing my ideas and recognizing them publicly
* Being honest, constructive, timely, respectful
* Sharing how they overcame similar issues
* Doesn't micromanage - trusts me to make decisions and get the work done
* Validating
* Reassurance that the new learner is right where they should be
* Honesty, acknowledgment without being asked
* Cheerleading
* Showed need for lifelong learning. Shared love of learning. Helped me understand that it is ok to disagree and seek other resources of information if you have doubts
* Pulled me into situations and offered me opportunities; “I’m not going to let you fail”’; supportive
* Sharing their own stories, openness, good listener

**Word Cloud from Responses:**

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