

library leadership forum

May 2026 Resources



Discussed at Library Leadership Forum on 5/20/26:

the topic:

Topic: Imposter Syndrome and Leadership

Imposter syndrome is not uncommon among library staff, particularly those new to the profession. There's more to it than a lack of self-confidence, however. Nicola Andrews's article on [It's Not Imposter Syndrome: Resisting Self-Doubt as Normal For Library Workers](#) makes the case that factors such as precarious labor, racism, and sexism as well as institutional leadership culture can cultivate imposter syndrome. How do we resist self-doubt and improve culture?

Resources:

- For a basic explanation of Imposter Syndrome, read [Overcome Imposter Syndrome to Become a Better Leader](#) by Soren Kaplan, Ph.D., Psychology Today, March 19, 2025
- For a deeper exploration around the cultural and institutional issues surrounding imposter syndrome, check out [It's Not Imposter Syndrome: Resisting Self-Doubt as Normal For Library Workers](#) by Nicola Andrews, In the Library with the Lead Pipe, June 10, 2020

additional resources:

- [Institutional IP Test](#) - Created by Nicola Andrews in 2020, building on the foundational work of Joan Harvey (1981) and Pauline Rose Clance (1985)
- ["Problem" WOC in the Workplace Infographic](#) - Adapted from "The Chronicle of the Problem Woman of Color in a Non-Profit" by the Safehouse Progressive Alliance for Nonviolence
- [NPR Life Kit: How to Shake Imposter Syndrome](#)

additional titles mentioned in discussion:

- [Quiet: The Power of Introverts in a World That Can't Stop Talking](#) by Susan Cain
- [Think Again: The Power of Knowing What You Don't Know](#) by Adam Grant
- [Lean In: Women, Work, and the Will to Lead](#) by Sheryl Sandberg

Library Leadership Forum is sponsored by Metronet.

- ❖ Find past resources and registration at <http://tinyurl.com/MetronetLLF>.
- ❖ Find out more about [Library Leadership Forum](#).
- ❖ Continue the conversation at our private [Library Leadership Forum LinkedIn group](#).
- ❖ Contact LLF Co-facilitators: Carol Jackson (cljackson46@gmail.com) and Stacey Hendren (staceyrhendren@gmail.com)

