



TWIN CITIES
DRUPAL CAMP

Imposter Syndrome's bigger, badder sibling: Shame

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Who is JohnAlbin?

- Web developer since 1993
- Drupal dev since 2004
- Drupal core dev since 2006
- MAINTAINERS.txt since 2010
- 70+ presentations and keynotes in 4 continents
- Lives in Taiwan 2009









What is Imposter Syndrome?

- ★ Being qualified
- ★ Believing you're not



Myths about Imposter Syndrome:

- ★ Is a permanent personality trait
- ★ Increases motivation and success
- ★ Only affects the oppressed



has Imposter Syndrome

is Actual Imposter



has Imposter Syndrome



**What is at the root of
Imposter Syndrome?**

SHAME



Shame!

SHAME IS NOT GUILT.

Guilt: I *did* something bad.

Shame: I *am* bad.



SHAME IS COMPLEX.

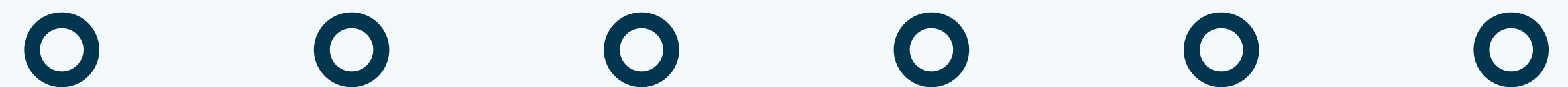
How we acquire it



How we process it



How it manifests



How we heal from it



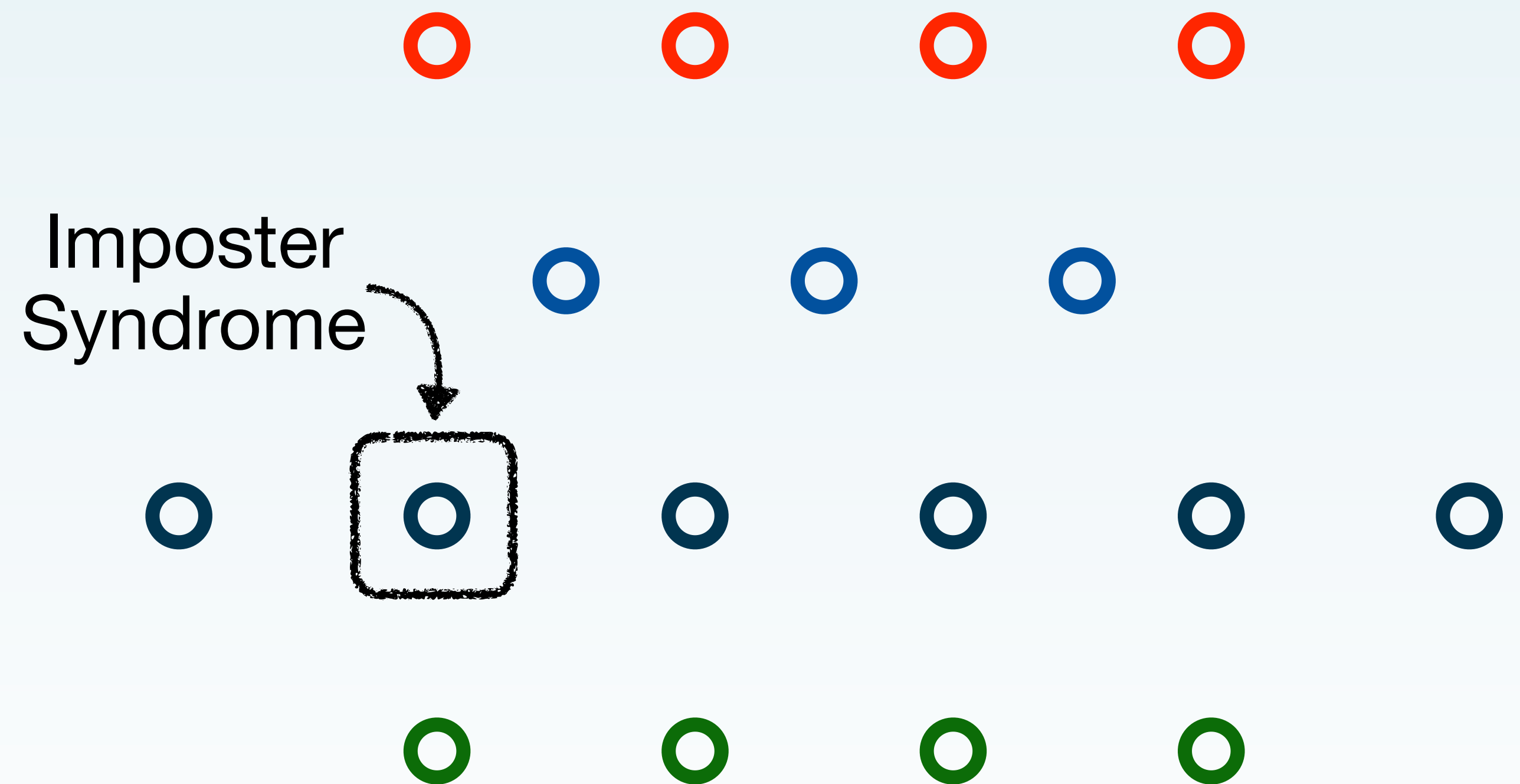
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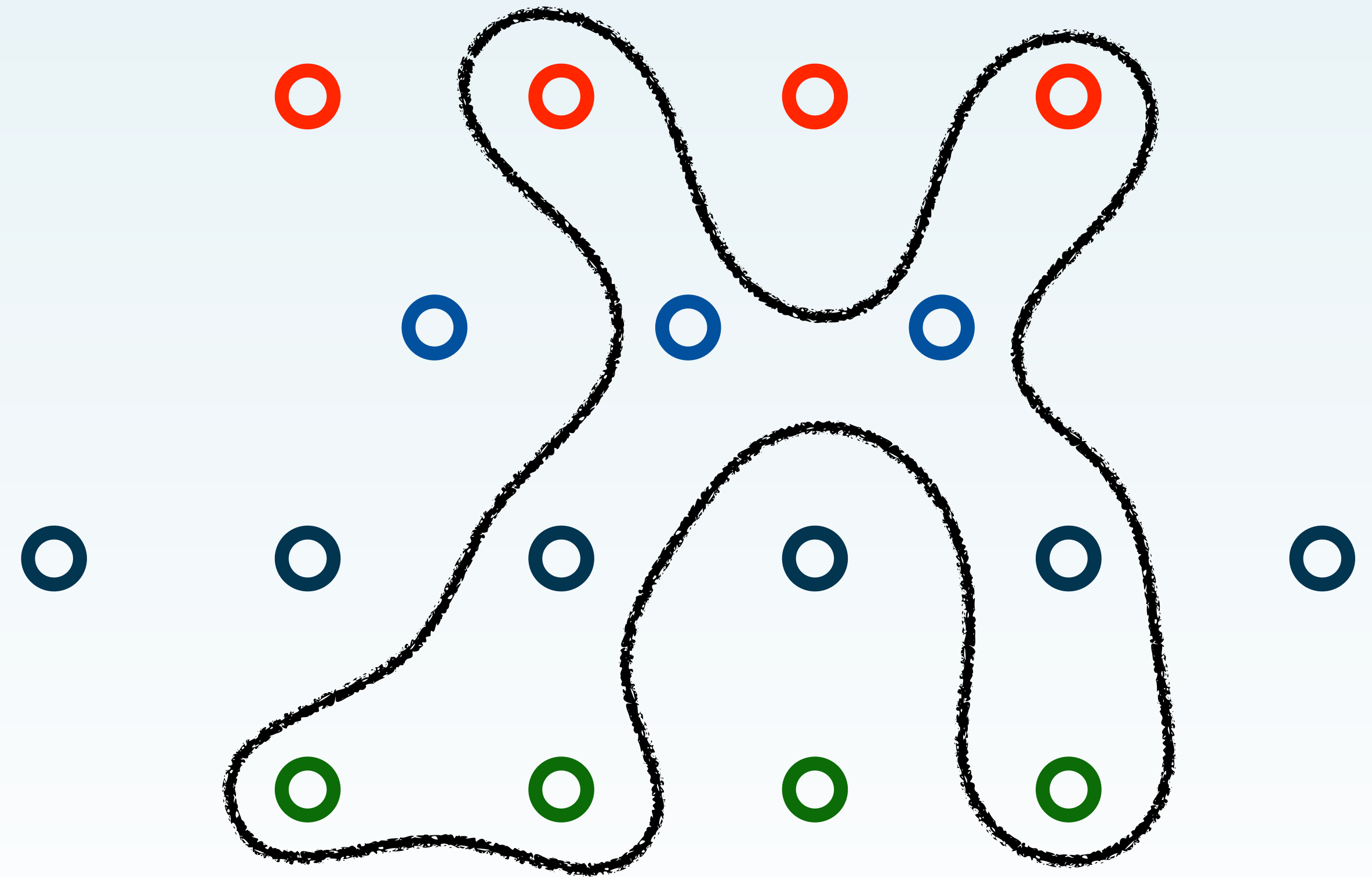
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HOW SHAME MANIFESTS (in work contexts)

- **Imposter Syndrome**
- **Avoidance**
- **Isolation**
- **Poor communication**
- **Absenteeism**
- **Resentment**
- **Disengagement**
- **Procrastination**
- **Perfectionism**
- **Narcissism**



**SHAME IS A
RELATIONAL
WOUND**



SHAME IS THE
ABSENCE OF
CONNECTION



HOW DO WE START TO INTERNALIZE SHAME?

DIRECT SHAME

shame directed at us

INDIRECT SHAME

shame directed at others

NEGLECTFUL SHAME

shame about being
neglected

GRANDIOSE SHAME

hiding shame through
grandiosity



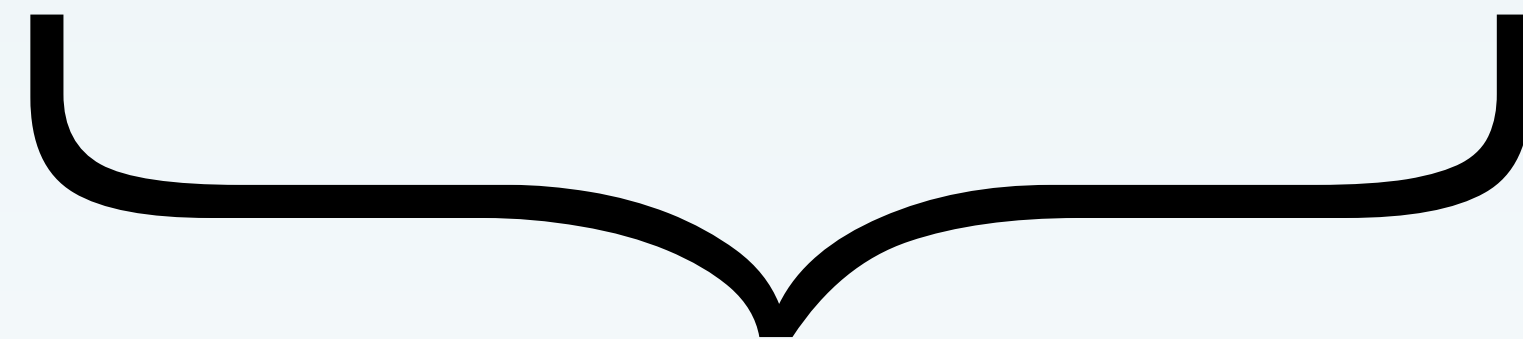
4 TYPES OF SHAME (how our minds process it)

“Good enough” me

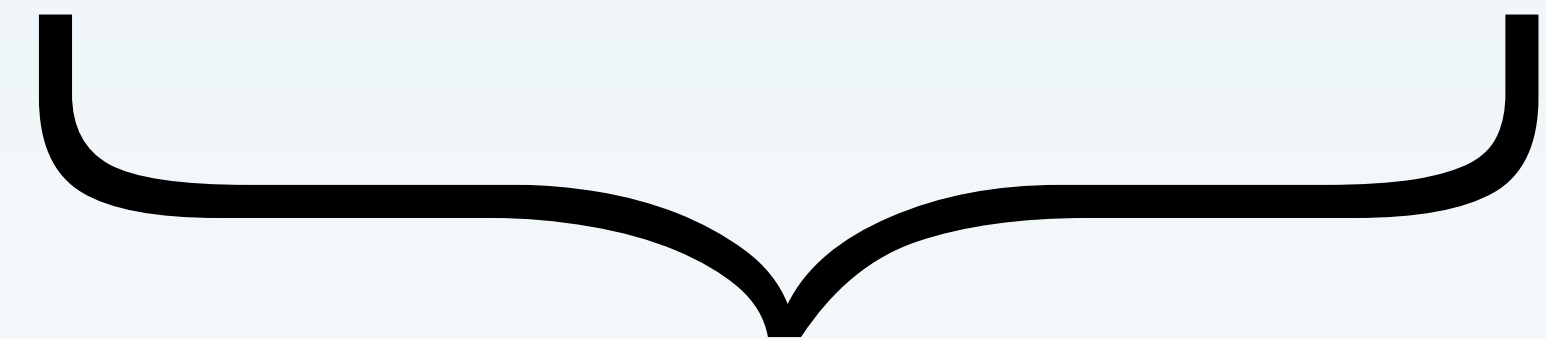
Bad me

Not me

No me



Emotional process



Traumatic state

*Shame, Attachment, and Psychotherapy: Phenomenology,
Neurophysiology, Relational Trauma, and Harbingers of Healing*

by Ken Benau



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YOU CANNOT
INTELLECTUALIZE
YOUR WAY TO
HEALING



**SHAME IS A
PROTECTIVE
EMOTION**



HOW DOES SHAME PROTECT US?

- **Down-regulate our nervous system**
Moves us from Hyperarousal (Fight or Flight) to Hypoarousal (submission)
- **Temper other strong emotions**
- **Shame narratives** helps of make sense of a situation and give us hope



SHAME is
HEALED WITH
CONNECTION



SHAME is
HEALED WITH
CONNECTION
TO OUR BODY
TO OUR EMOTIONS
TO OTHER PEOPLE



CONNECTION TO OUR BODY

MINDFULNESS

MEDITATION

CONNECTION TO OUR EMOTIONS

EMOTIONAL INTELLIGENCE

CONNECTION TO OTHER PEOPLE

COMMUNITY

SUPPORT NETWORK



CONNECTION TO OUR BODY:

**MEDITATION LEADS TO
MINDFULNESS**



TWIN CITIES
DRUPAL CAMP

MEDITATION IS A
PRACTICE OF MOVING
FROM **DISTRACTION**
TO **FOCUS**



CONNECTION TO OUR EMOTIONS:

EMOTIONAL INTELLIGENCE



TWIN CITIES
DRUPAL CAMP

**PEOPLE'S EXPERIENCES WITH
EMOTIONAL
INTELLIGENCE
ARE VERY GENDERED**



EMOTIONAL INTELLIGENCE

COMES FROM:

- ★ **SELF-AWARENESS**
- ★ **SELF-MANAGEMENT**
- ★ **EMPATHY (for others *AND* ourselves)**



CONNECTION TO OTHER PEOPLE:

**COMMUNITY +
SUPPORT SYSTEM**



THE HARDEST TYPE OF SHAME TO HEAL:

**SHAME ABOUT
SHAME**



HEALING FROM SHAME ABOUT SHAME

1. **Note our shame**
2. **Label / name the protection; be grateful**
3. **Be curious about the need for protection**



I AM
GRATEFUL THAT YOU ARE HERE TODAY

THANK YOU



QUESTIONS

**I STILL HAVE QUESTIONS.
I KNOW YOU HAVE THEM TOO.**

