

>>> network.toCode()

Identifying and Overcoming Imposter Syndrome at NTC

Matt Vitale

>>> Agenda

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Introduction

2

Understanding Imposter Syndrome

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Identifying Imposter Syndrome

4

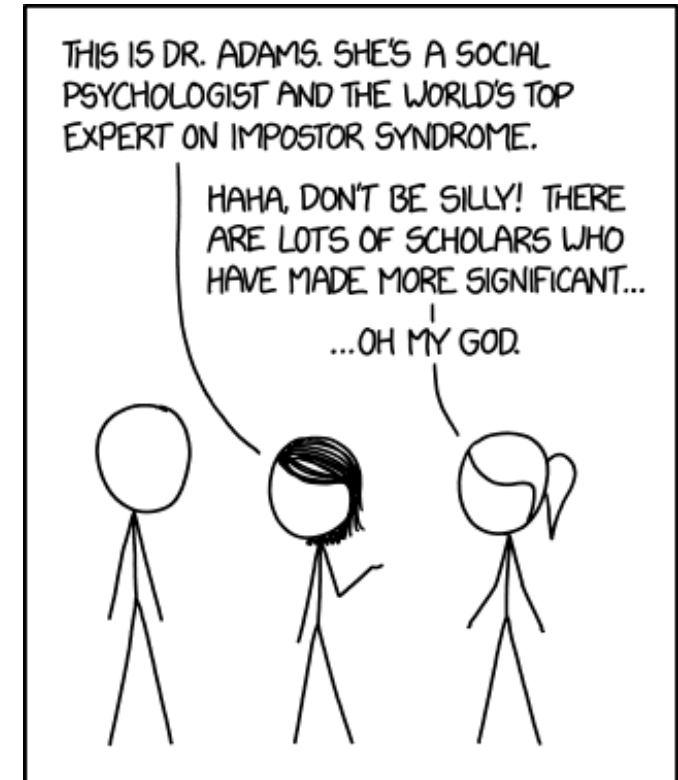
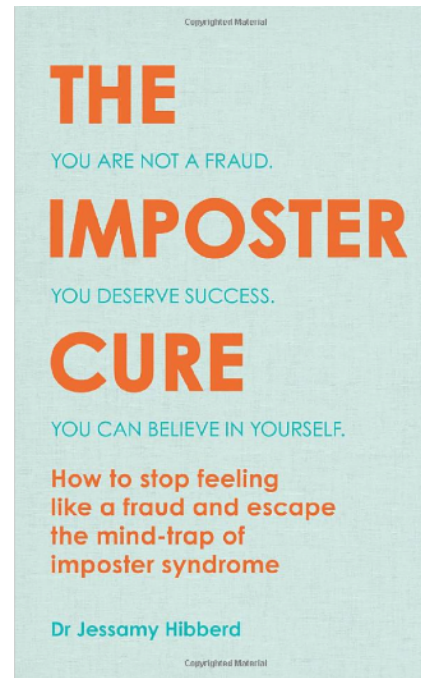
Overcoming Imposter Syndrome

>>> Qualifications?

Q: What makes me qualified to give a presentation on Imposter Syndrome?

A: Literally nothing

- I am an imposter
- I read a book once
- I read some funny memes
- I'm still an imposter



Understanding Imposter Syndrome



“Taking on a challenge is a lot like riding a horse. If you’re comfortable while doing it, you’re probably doing it wrong.”



>>> What Is Imposter Syndrome?

- Most imposters are people pleasers
- Can be triggered by achievement or approval related tasks, feeling insecure about current knowledge or skills
- Exacerbated during **times of transition** or changes such as a **new job or project**
- Feel different from core group partners
- Imposter Syndrome is all about fear
 - Fear of being found out
 - Fear of failure
 - Fear of not being good enough
 - Fear is only a feeling
- **Feelings are not facts!**



>>> Fellow Imposter

Apr 9th, 2021

10:34 AM

maybe we won't get **fired** too soon after all haha

– Apr 13th, 2021

 **Matt Vitale** 11:06 AM
Hopefully I'm not **fired** before then ahaha

May 21st, 2021

11:00 AM

but yeah, gonna have to put down some goals, apart from "not getting **fired**"

Apr 9th, 2021

10:39 AM

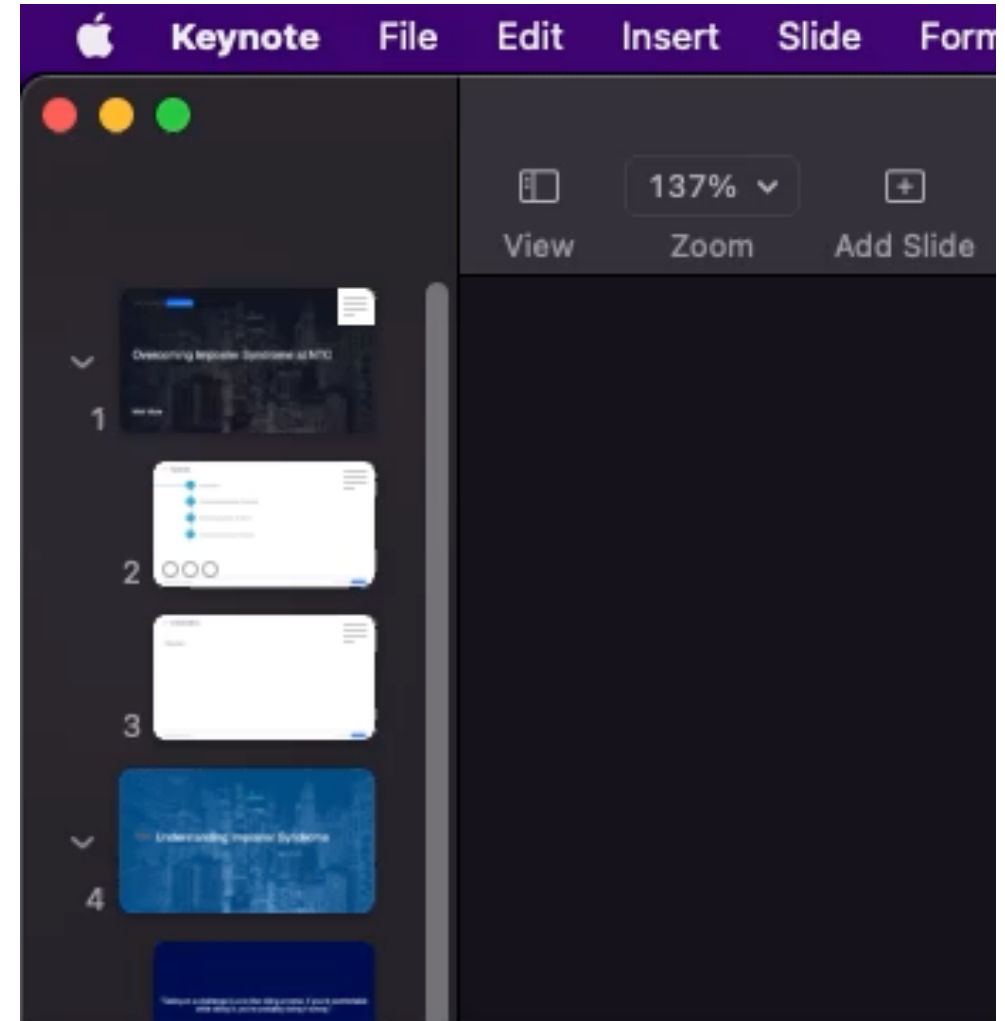
so didn't want to get **fired** before that 😊

– May 21st, 2021

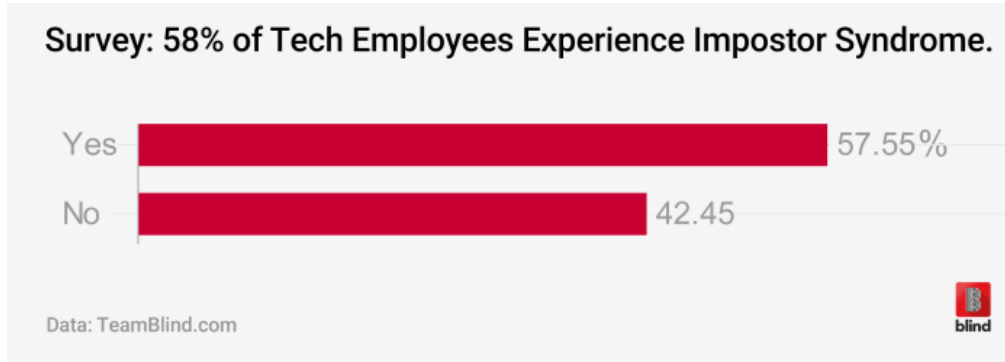
 **Matt Vitale** 10:46 AM
Same, getting better. I don't feel like I'm going to **fired** every day, so that's an improvement! 😊

>>> Imagine if someone told you that you had to

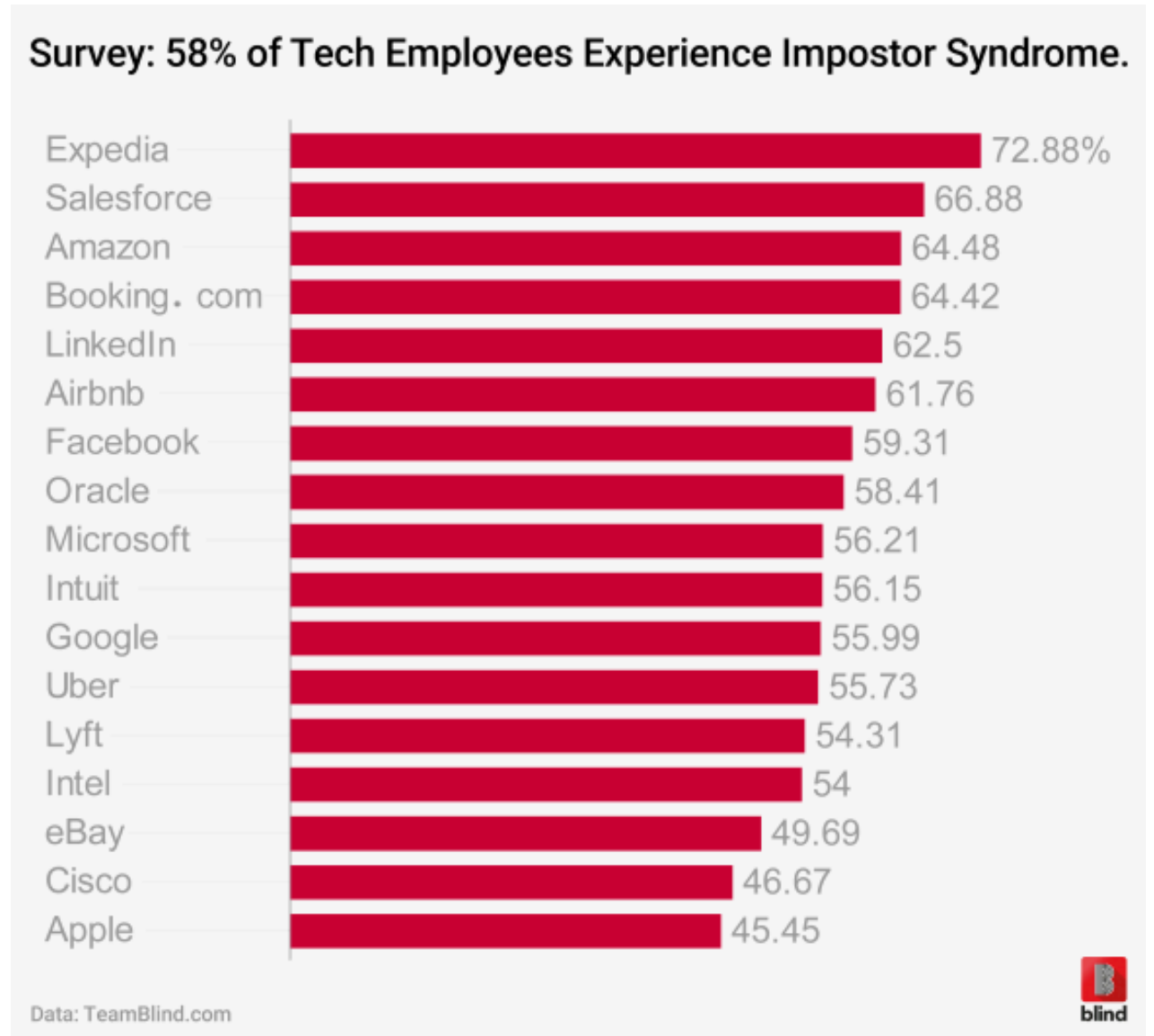
- Work from early until late
 - Cut down or cut out your social life
 - Stop doing the things you enjoy
 - Work when you're tired
 - Never take a break
 - Constantly push yourself
 - Keep going even when you feel physically and mentally unable to
- Miss out on time with those you love
 - Work evenings and weekends



>>> But I Don't Feel This Way



- 10,402 respondents
 - 58% experience imposter syndrome
 - 42% did not experience imposter syndrome



>>> Breaking Down the Imposter Cycle



>>> Breaking Down the Imposter Cycle



>>> Breaking out of the Imposter Cycle





Adam Grant ✓

@AdamMGrant

Impostor syndrome: "I don't know what I'm doing. It's only a matter of time until everyone finds out."

Growth mindset: "I don't know what I'm doing yet. It's only a matter of time until I figure it out."

The highest form of self-confidence is believing in your ability to learn.

>>> Discomfort



- Responding to discomfort is the **key**
- The problem is not you, it is your *interpretation* of the feeling of discomfort
- Discomfort is a normal reaction to a challenge or unfamiliar situation
- It is *not* an all-inclusive sign that you are an imposter!
- Discomfort does not mean you don't know what you're doing





Impostor



Player



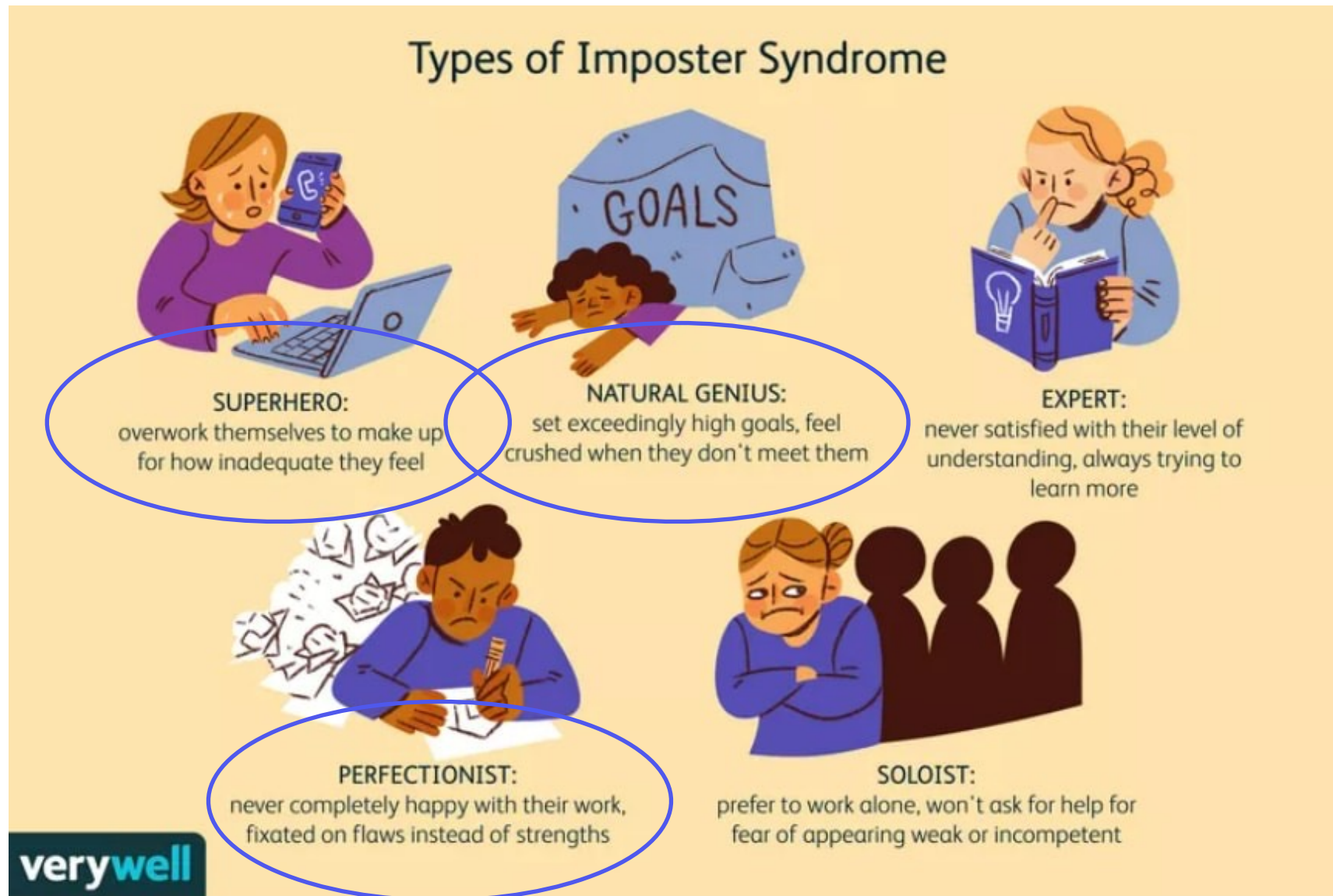
Kinda Sus



leuluchiha

Identifying Imposter Syndrome

>>> Types of Imposter Syndrome



<https://dev.to/janicera2880/how-do-you-overcome-imposter-syndrome-55m8>

>>> Myths of Imposter Syndrome

- It makes me work hard
- It keeps me humble
- It means I aim for high standards
- It motivates me
- It is better to be modest than arrogant
- It keeps me in check

>>> Reasons for Downplaying Successes

- **General:**

- I got lucky or it was a fluke
- I'm a good actor
- I fooled them
- It's because they like me or are being polite
- It was nothing
- It sounds more impressive than it is
- I had a lot of help
- I just worked really hard
- If I can do it anyone can
- I was in the right place at the right time
- They have low standards
- They've made a mistake
- They felt sorry for me

- It's positive discrimination
- No one else wanted to do it
- It's only a matter of time before I'm found out

Getting a Job:

- I had connections
- I'm good in interviews
- I look good on paper
- There were very few applicants

Academic:

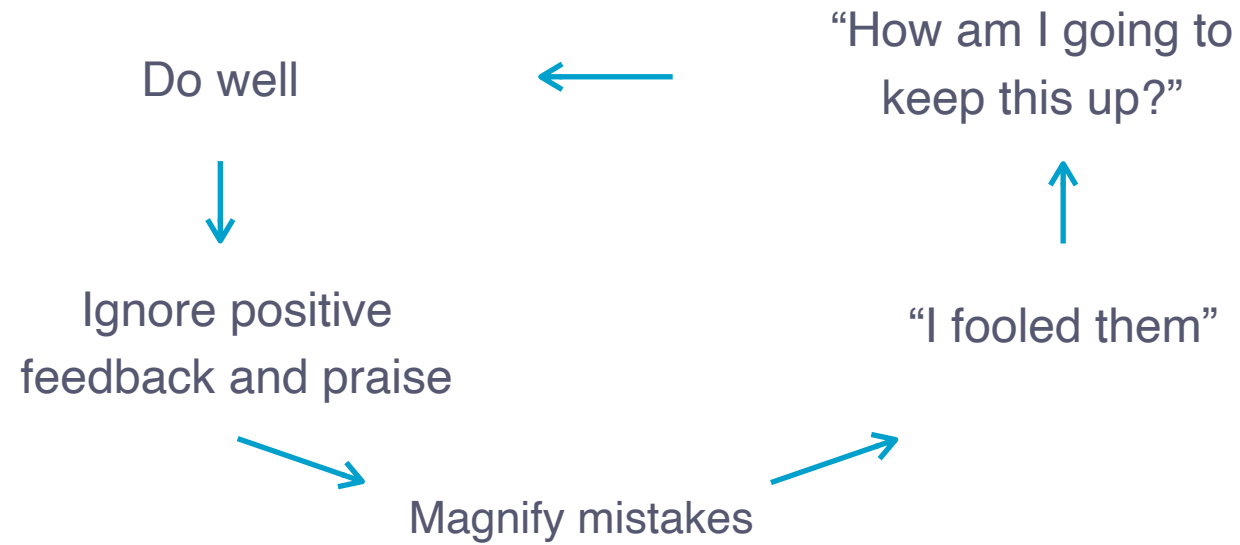
- It must have been a weak year
- I was on the reserve list so they didn't really want me
- They mixed up the grades/marks
- They let in the wrong person
- It's an administrative error
- I picked an unpopular course

>>> Confirmation Bias

- Tendency to seek out and favor information that confirms our expectations and beliefs
- You are certain you're right and everyone else is wrong
- You will prove them wrong
- Positive information = rejected as untrue
 - Gets dismissed
 - Explained away why they're wrong
 - Minor mistakes or details missed are pointed out instead
- Negative information = accepted as fact
 - Proof you aren't good enough:
 - Constructive criticism
 - Negative feedback
 - Mistakes

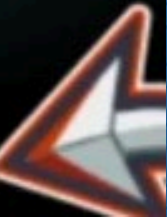


>>> Confirmation Bias Cycle



Overcoming Imposter Syndrome

Victory



>>> Ways to Cope with Imposter Syndrome



<https://dev.to/janicera2880/how-do-you-overcome-imposter-syndrome-55m8>

Imagine if you told your 18-year-old self what you were doing now.
What you have accomplished. Where you are in life.

What would that person think? What would they say?

>>> Criticism vs Compassion

1. Become aware of what you say to yourself

- Words and tone
- Whose voice is this?
- Is it *actually* helpful?
- Would you say this to someone else's face?

2. Find a new voice for yourself

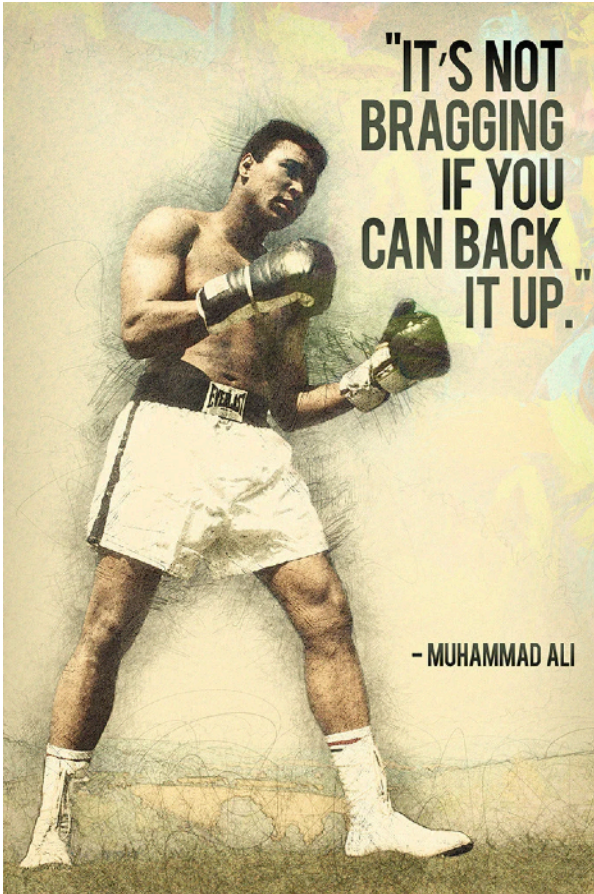
- Be as kind to yourself as you are to others
- Remember what it means to be human - mistakes are NORMAL!
- Accept yourself
- Have faith in yourself

Self-doubt and insecurity

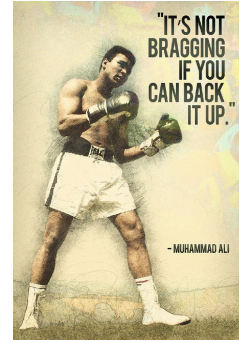


Self-awareness and reflection

>>> Acknowledging your Accomplishments



>>> Gather Evidence of Achievements - My Examples



- NTC
 - ChatOps webinar
 - ChatOps KS presentation
 - SAP customer project +resign
 - Arista customer project
 - Zenimax customer project +resign
 - Cisco Live
 - Various bug fixes
 - Azure Fundamentals certification
 - Cisco customer training project
 - 5+ blog posts
 - Panorama chatops plugin released OSRB
 - ChatOps Hackathon winner!
 - Nautobot 1.4 dark mode
- Career
 - Network engineer 15+ years
 - New application complete environment automation
 - PCI auditing automation
 - ChatOps bot and automation
 - Data Center core routing redesign and project plan
 - Multi-campus building redesign
- Personal
 - Married ~12 years
 - One child - 10 year old son
 - Homeowner
 - Friends
 - Got back into shape

>>> NTC Tech Specific Tips

- Find Git repository, topic, or concept you are interested in
 - Look for any open issues
 - Bugs, documentation requests, etc
 - Take on one and start tackling it
 - If no open issues, or ones you find interested, update the documentation!
 - Updating documentation forces you to learn how an application works
 - Everyone **loves** updated documentation and **appreciates** documentation work
- You will have:
 - Accomplished something
 - Learned something
 - Felt a sense of satisfaction

Slack won't display more than 100 items in a dropdown list at a time #3

🔒 Closed

matt852 opened this issue on Mar 11, 2021 · 2 comments



matt852 commented on Mar 11, 2021

Contributor ...

Environment

- Python version: 3.8.5
- Nautobot version: 1.0.0b2
- nautobot-plugin-chatops version: 1.0.1

Steps to Reproduce

1. Have over 100 devices in the nautobot database
2. In Slack, run the command `/nautobot get-device-facts`

Expected Behavior

The dropdown menu where the user can select a device should include all devices in the database.

Observed Behavior

A warning message is displayed with the following message:

Then the dropdown menu is presented, allowing me to select a device, but only 100 devices are listed. It appears I can manually specify a device by running `/nautobot get-device-facts <device-name>`.

More than 100 options are available. Slack limits us to only displaying 100 options at a time.

Also note this same behavior occurs wherever a dropdown menu is used and more than 100 options are available. For example, if you have more than 100 circuits assigned to a site, then run `/nautobot get-circuits` and filter by that site, the same issue occurs.

Assignees

matt852

Labels

None yet

Projects

None yet

Milestone

No milestone

Development

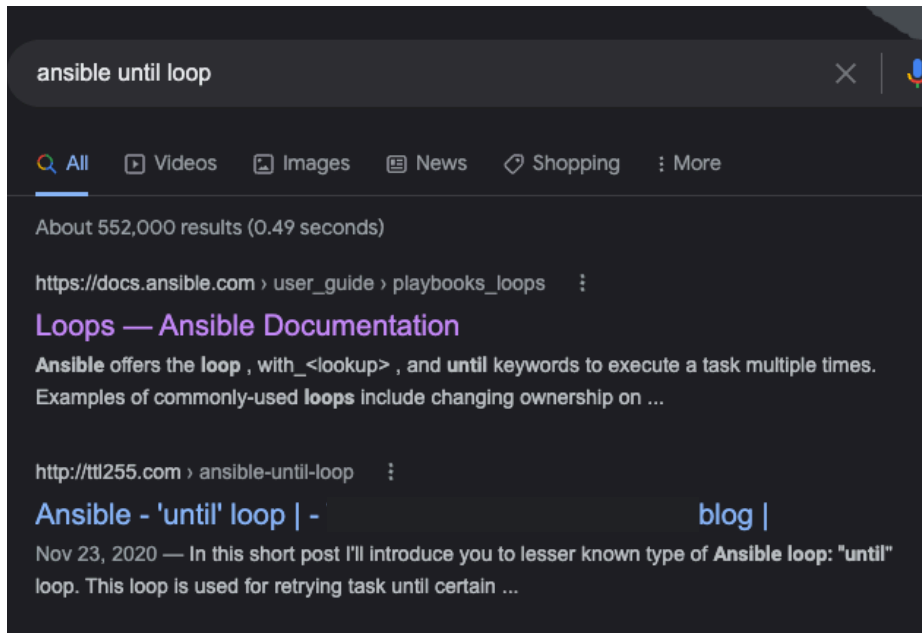
No branches or pull requests

1 participant



>>> NTC Tech Specific Tips

- Don't be afraid to ask questions
- Ask for help earlier than you normally would
- Realize you are not alone
- Find a “fake” buddy!
- Talk about this in your Donuts



“Be curious, not judgmental.”



Final Thoughts



Jen Heemstra
@jenheemstra



What impostor syndrome says to me: You don't deserve to be here.

What I've learned to say back: Do any of us really deserve to be here? Probably not. I'm thankful for the opportunity and I'm choosing to make the most of it. So there.



>>> Thank you