

From Saboteur to Sidekick: Working with Your Imposter Monster



By now we've all heard of the dreaded Imposter Syndrome, and many of us would probably admit to having it.

In **Imposter Monster** workshops, we present a new way of thinking about imposter syndrome - your Imposter Monster! You'll meet your Imposter Monster, and we'll discuss ways to turn them from a whisper that makes you feel small to a champion who helps you do hard things.

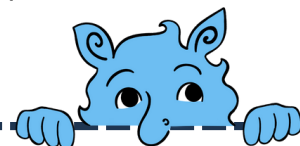
This research-supported method encourages participants to think of imposter feelings as a result of their environment rather than something that is wrong with them. We explore the 5 types of Imposters and how to interact with your Monster based on your type. The result is a healthier perspective on imposter feelings, decreased stress in situations that were previously difficult, and an improved ability to do brave things.

1-hour workshops

- Fast-paced
- Introduce the Imposter Monster and provide a new framework for understanding imposter feelings
- Offered online
- In person only when bundled with other engagements

2-hour workshops

- Slower, more reflective pace
- In-depth introduction to the Imposter Monster concept
- Participants will meet their Monster and learn how to improve their relationship to imposter feelings
- Includes breakouts for discussion
- Offered online or in person



“Dr. Lauer’s visit to our campus was such a meaningful experience! AJ created a warm, welcoming space, and it was a joy to see our team connect so fully with the activities and conversations.”

- Dr. Crystal Lay, Director, Campus Living, Northern Arizona University

“We have gained a better understanding of how to support each other when we are feeling overwhelmed or when our monster has reared its head. Learning to talk to our monsters has been a helpful tool we can all use during times of self-doubt.”

- Dr. Jenni Kotowski, Director of Admissions, Kellogg Community College

“AJ delivers an empowering presentation. She is relatable, humorous, and brings actionable solutions. AJ comes highly recommended! Bar-none!!!”

- Imposter Monster talk attendee at the International Women in HPC Workshop

About **AJ Lauer, EdD**

CEO of Thriving Ibis Leadership Solutions



Dr. AJ Lauer (she/her) is a leadership and diversity educator specializing in the development of science, technology, engineering, and mathematics (STEM) professionals. She has two decades of experience working in higher education and nonprofit research where she has held diverse professional roles, including running a residence hall, leading an educational exhibit design project, and coaching and training C-suite staff.

AJ is passionate about improving the work lives of STEM staff and contributes to these efforts at national and international levels. She has presented workshops for faculty at Virginia Tech, the planning committee of the International Supercomputing Conference, and the DEI committee for the NASA GLOBE Program. She has presented talks at the International Women in High Performance Computing Workshop, Disrupt HR Denver, the University of Illinois, and many more.

Dr. Lauer's 1:1 clients have held leadership roles at Amazon, Stitch Fix, The Ohio State University, Cornell University, the National Center for Atmospheric Research, and the American Meteorological Society.

She is the author of [My Monster Mungo: A story about imposter syndrome](#) and is a co-author on various publications about improving diversity in STEM including the [500 Women Scientists Guide to Creating Inclusive Scientific Conferences](#).

AJ holds a Doctorate in Interdisciplinary Leadership from Creighton University, Masters in Higher Education Administration from Florida International University, and Bachelors in Psychology from the University of Wisconsin-Madison.

Outside of the working world, you can find AJ playing with her two young children and husband, working in her garden, or reading a novel.

