



Building Confidence

Overcoming imposter syndrome and stereotype threat in STEAM

This activity helps you support mentees in overcoming imposter syndrome and stereotype threat, two common challenges that can undermine confidence and performance, especially for women and underrepresented groups in STEAM.

Through practical exercises like reframing negative thoughts and introducing role models, you'll gain tools to help mentees build confidence and resilience in their STEM journeys.

Process:

1. Introduction to Impostor Syndrome and Stereotype Threat (5 minutes)

- Learn how these challenges can affect mentees by making them doubt their abilities and feel like they don't belong.
- Discuss their impact on confidence and performance, especially in STEM fields.

2. One-on-One Reframing Practice (10 minutes)

- Pair up (or reflect individually) to practice helping mentees reframe negative thoughts.
- Use affirmations and constructive feedback to help mentees recognize their strengths and achievements.
- If working alone, write down common negative thoughts mentees might have and practice positive responses.

3. Role Model Introduction (10 minutes)

- Explore ways to introduce mentees to inspiring STEAM role models through videos, articles, or biographies.
- Reflect on how exposure to successful individuals with similar backgrounds can reduce self-doubt and inspire confidence.
- If working individually, research role models and consider how to introduce them effectively.

4. Practice or Reflection (5 minutes)

- Reflect on how these tools can empower mentees and shift their mindset.
- Identify one or two actions you can take to better support your mentees in building confidence.

By following this process, you'll be better equipped to help mentees overcome self-doubt and develop a strong sense of belonging and capability in STEAM.

