

## PRBB Intervals Course Proposal

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**Course Title:** Impostor Syndrome in the research environment, don't let it limit you!

**Proposed date(s):** 21st October 2026

**Course Language:** English

**Course Leader(s) and very brief summary of relevant qualifications and experience (no more than 2 lines for each trainer):**

Miriam Bayés, MD PhD Leadership consultant, coach and mentor. Miriam is a PCC ICF accredited coach. She brings her experience over 30+ years of professional career as MD PhD and executive leadership experience both in the healthcare & science as well as in the corporate environment. She has a solid background in neuroscience, human dynamic systems, and complexity. Miriam works with individuals and teams in organizations in the domain of talent and leadership development and career transformation. Located in Barcelona with multicultural experience from living/working abroad in Switzerland, UK and USA. Currently working as a full time executive coach & mentor.

**Rationale for course (why is this course of interest for the PRBB staff?)**

Impostor Syndrome is a prevalent and debilitating phenomenon among professionals of all kinds, including researchers. PhD students, Postdocs, and even Heads of research departments and other professionals working in research institutions often grapple with persistent feelings of inadequacy and fear of being exposed as frauds. Despite significant achievements, individuals affected by Impostor Syndrome attribute their success to luck or external factors rather than their own competence and effort.

The highly competitive and demanding nature of academia, coupled with the constant pursuit of excellence, and being amongst brilliant minds can contribute to heightened self-doubt. Research environments that emphasize publications, grants, and recognition exacerbate the pressure, fostering a sense of fraudulent achievement. These challenges can be further intensified by the lack of diverse and accessible role models. Women have historically faced social, cultural, and structural barriers that have limited their representation in senior academic and leadership positions, making it more difficult to envision themselves in such roles. At the same time, many men are navigating a transition away from traditional authoritarian or paternalistic leadership models towards more inclusive, collaborative, and equitable ways of exercising influence. This evolving landscape can create uncertainty about how to lead, contribute, and belong authentically within academic institutions.

The syndrome can hinder career progression, impact mental well-being, and lead to burnout. Addressing Impostor Syndrome requires a multifaceted approach, including fostering a supportive academic culture, providing mentorship, and promoting mental health awareness. Workshops and training sessions can play a crucial role in helping researchers and other professionals recognize and overcome these feelings, ultimately empowering them to acknowledge their skills and contributions authentically.

**Course aim – general**

To identify and address the impact Impostor Syndrome has on a professional's career. This training is expected to have a positive effect and make a difference on yourself and your professional progression.

***Specific learning outcomes (what new skills, knowledge &/or attitudes will participants to take away from the course?)***

As a participant you will understand what the Impostor Syndrome is (a phenomenon). You'll become aware of how you experience it and how it's impacting your career. You'll understand that, somehow, this is a structural problem: you are not responsible for it! And you're not alone in this!

***Course contents (outline of topics to be covered)***

- Impostor Syndrome – what is it and types
- Typical behaviours and symptoms
- Causes and the relevance of the context
- Types of power and assertiveness to empower you being more influential
- Tips and tools to overcome impostor syndrome

***Training methods***

This 4,5h workshop has been designed specifically for scientists and other professionals in research centres. There will be solo and, mostly, group work as well as short talks from the trainer. Impostor Syndrome types, causes, behaviours and how to deal with it will be explored through a test and techniques that will facilitate a trustful and supportive atmosphere for maximum engagement.

***Target group in PRBB (Senior scientists, postdocs, predocs, management/admin staff, all residents)***

Any employee of the PRBB who wishes to improve their wellbeing and professional career.

***Number of participants (maximum)***

Due to its practical and interactive nature, the course can accommodate up to 20 students.

***Total course hours (Please specify direct training with instructor present and required self-study)***

*Note: only the direct training hours will be included in the post-course certificate.*

Number of hours of class time: 4,5h

Number of hours of self-study: NA

Total number of course hours: 4,5h

***Distribution of course (hours/days)***

The course is imparted in one morning.

***Pre-course preparation and self-study expected between sessions (what preparation should participants do before the course and/or in between sessions – reading, online study, prepare ideas etc?)***

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***Material participants need to bring (laptops, etc...)***

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***Relevant background reading/ audiovisual/websites or other materials***

A document including readings will be provided at the end of the course. Participants do not need to consult anything else in advance.