



Do You Feel Like a Safety Imposter?

Grow Your Expertise



Today's Presenters



Jill James

MIS
Chief Safety Officer, HSI

Jill James is Chief Safety Officer at HSI where she focuses on product, thought leadership, and regulatory trends. Her 30-year EHS career includes 12 years as an OSHA Senior Safety Investigator, and several years in healthcare, education, biotech, life sciences and the poultry industry.

Jill hosts the Accidental Safety Pro podcast and created the Supervisor Safety Tip video series.

She received her Master's in Industrial Safety from University of Minnesota, Duluth and her undergraduate degree is in Community Health Education.



Todd W. Loushine

PhD, P.E., CSP, CIH
Associate Professor, Dept of Occ & Env Health & Safety, University of Wisconsin-Whitewater

Dr. Todd is an award-winning professor, specializing in everything from basic OSHA compliance to advanced data analysis techniques and research methods in EHS. He's been teaching for over 15 years and practicing safety for over 30 years.

He began as a CSHO with Minnesota OSHA. In 2023-2024, Professor Loushine put his over 30 years of experience "to the test" by working part-time as a safety manager

The professor takes a systems-based and data-driven approach to his practice and teaching, while staying connected to real-world experiences in safety.

Poll: Have you experienced any of the following in the workplace?

- Someone promoted who wasn't qualified?
- Accepted task or job but felt under-qualified for it?
- Assigned a task that you felt qualified and ready to tackle (even if a stretch)?
- Someone unqualified for a job/task but they felt they were?

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Agenda

- Definitions
- Four Personas
- Self-Assessment
- Building Competence
- Building Confidence
- Resources



Definitions: Imposter Syndrome



Phenomenon first defined
in 1978

Internal experience of doubting
your abilities, and then being
exposed as a fraud, doubting
yourself despite being capable.

Definitions: Dunning-Kruger effect

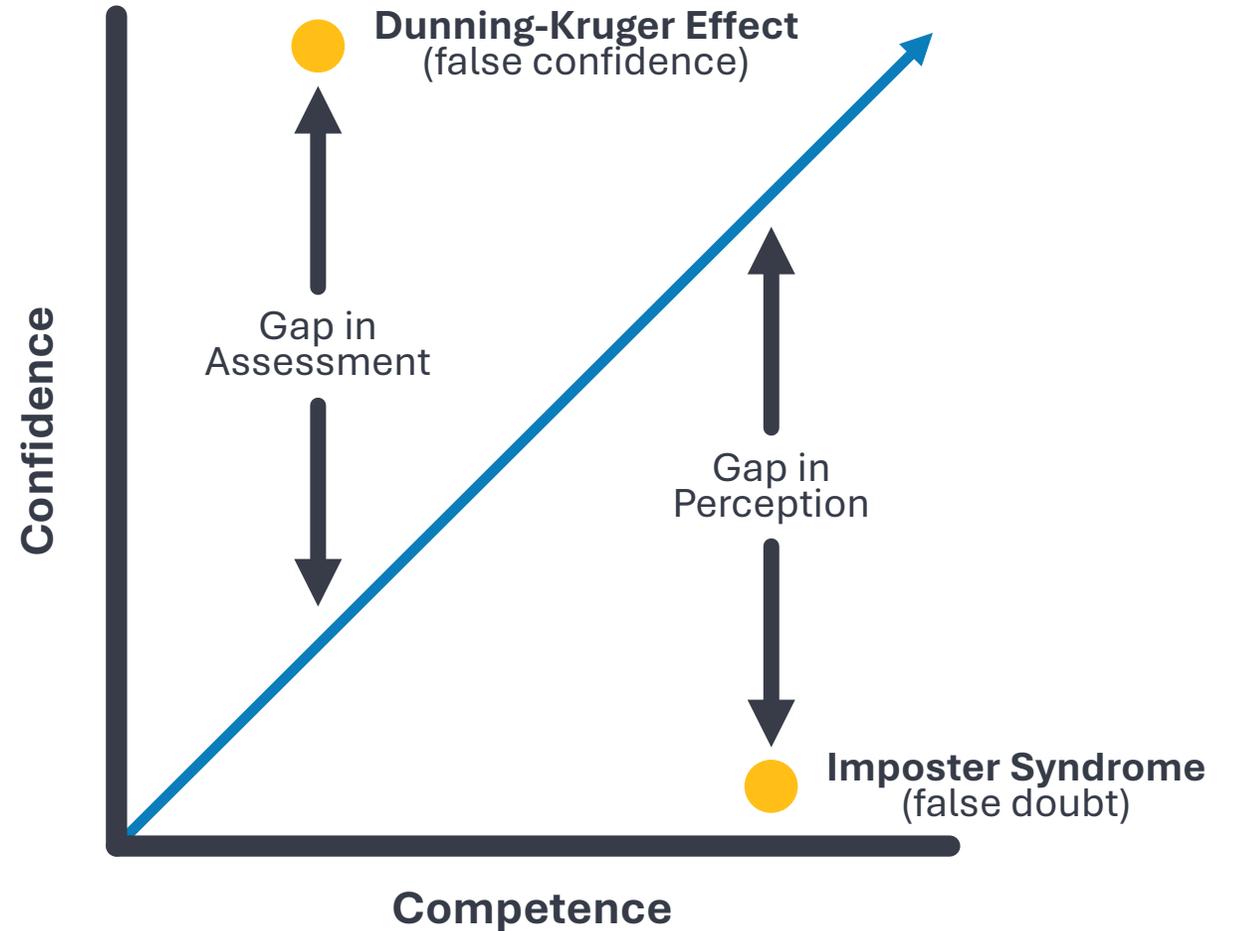
A cognitive bias where people with low ability or knowledge in a domain **overestimate their competence**, while more knowledgeable people may **underestimate theirs**.

Competent vs. Confident

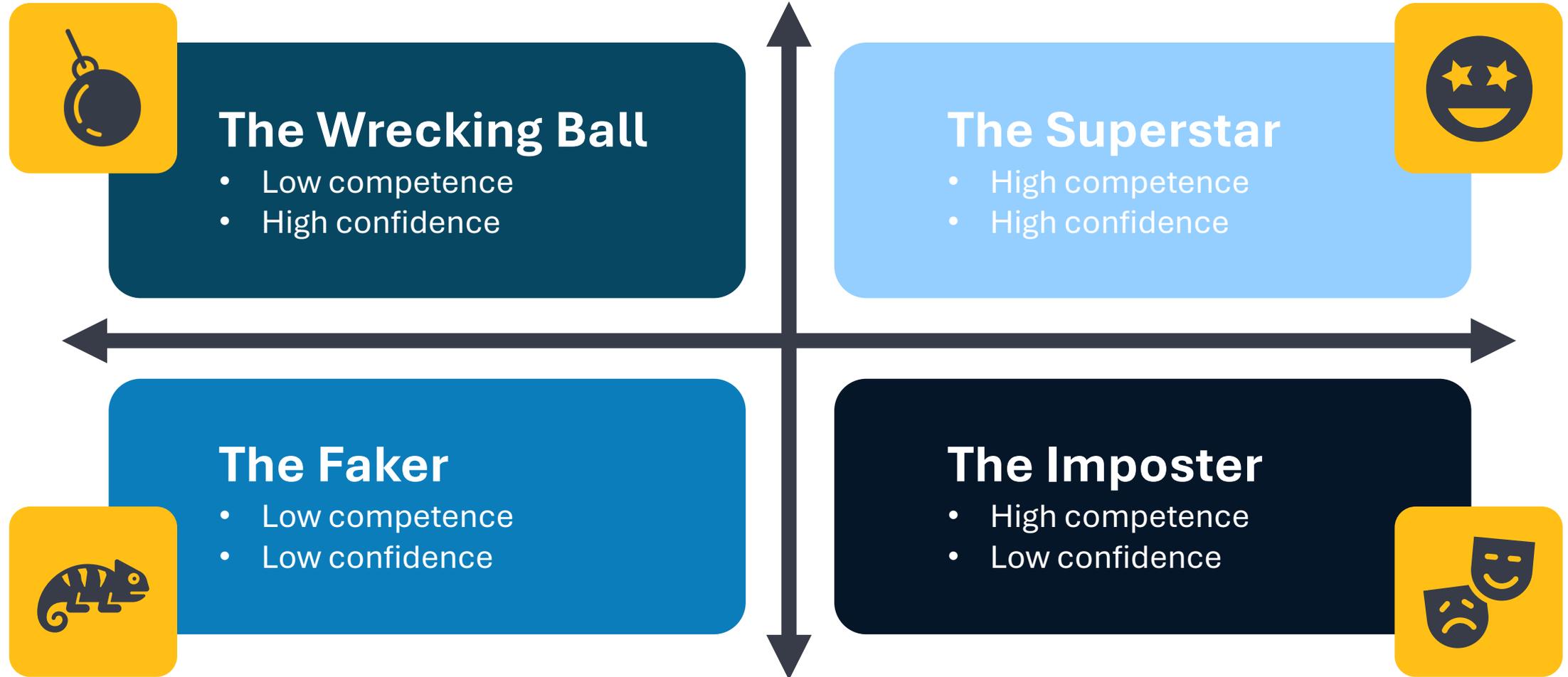
- Competence: Skills/abilities
- Confidence: Self-perception



Confidence vs. Competence



Four Personas: Expansion



Poll: Have you ever felt like any of these personas?

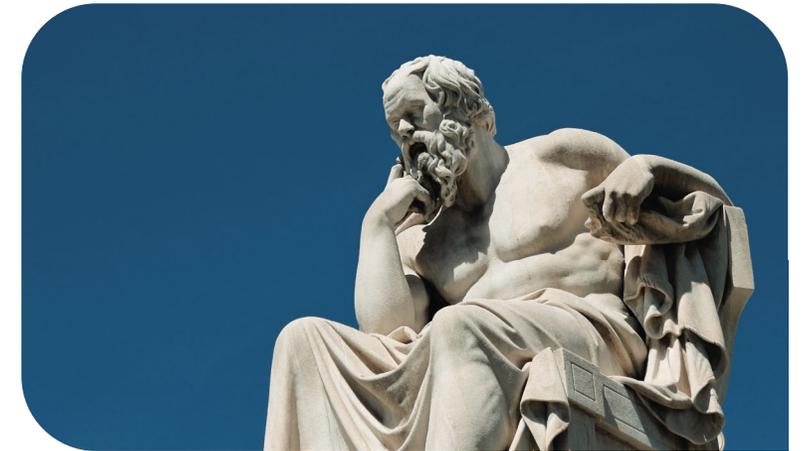
- **The Imposter** (False Doubt)
- **The Superstar** (High Confidence and Competence)
- **The Faker** (Low Confidence and Competence)
- **The Wrecking Ball** (False Confidence)

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	 The Imposter (False Doubt)	 The Wrecking Ball (False Confidence)	 The Faker (Low Confidence & Competence)	 The Superstar (High Confidence & Competence)
Ability/ Competency	Very Competent, able to do the job/task.	Not qualified for job/role/task.	Not qualified for job/role/task.	Very Competent, able to do the job/task.
Self-Assessment/ Confidence	I'm not confident, feel like I'm faking, not qualified for this position.	Confident, good at my job, qualified for this position.	I'm not confident, feel like I'm faking, not qualified for this position.	Confident, I'm great at my job, qualified.
Challenges/ Pitfalls	Watch self-sabotage and deferring to others, lack of assertiveness.	Doing tasks should not be doing and causing harm, not asking for help.	Despite accurate self-assessment, allowing self to be in positions or tasks not qualified to do.	Complacency: overqualified vs. challenge self. Arrogance: off-putting to others.
Development Task(s)	Work on confidence and accurate self-assessment.	Work on accurate self-assessment and job competency.	Work on competence and assertiveness.	Work on over-confidence and arrogance, how you come across to others and collaboration. Develop career path, next steps for self.

Accurate Self-Assessment

- How to accurately assess your own skills/competence?
 - Formal education, certifications, etc.
 - Lived experience, school of hard knocks?
 - KSAs: knowledge, skills, and abilities
 - Soft skills vs. technical job knowledge
- What you know vs. what others know: reassess what is basic knowledge
- Intelligence is not the same as competence or knowledge
- Self-assessment includes feedback from others
- You don't know what you don't know



Career MAP

Role	Intern	Safety Specialist	EHS Specialist	EHS Manager	EHS Director	VP, EHS
Cert/Edu	BS, Occ Safety OSHA 10 Continuing Ed	ASP Train-the-Trainer Continuing Ed	Hazmat Certification Continuing Ed	CSP Continuing Ed	ME, Adv Safety Eng and Management	MBA
Skills	<ul style="list-style-type: none"> • OSHA Regulations • Root Cause Analysis Tools 	<ul style="list-style-type: none"> • Continuous Improvement • Industrial Hygiene Testing • Ergonomic Evaluation 	<ul style="list-style-type: none"> • Hazard Recognition • Hazardous Waste Mgmt • Training Techniques 	<ul style="list-style-type: none"> • Workers Comp Data Analysis • Human Organizational Performance 	<ul style="list-style-type: none"> • ISO 45001 • Internal Auditing • Leading a Team 	<ul style="list-style-type: none"> • Enterprise Risk Management • Stakeholder Engagement • Budget Management
Year:	2006	2008	2011	2016	2026	2028/9

PAST PRESENT FUTURE

- Strengths**
- Regulatory knowledge
 - Communication at all levels
 - Data analysis
 - Auditing

- Development Needs**
- Financial Acumen
 - Investor Relations
 - Project Management

- Opportunities**
- Board Position for non-profit or association
 - Mentorship from a VP level colleague



Strategies to Build Competence



- **Attitude/Curiosity**
- **Continuous Learning:**
 - degrees, certifications
 - professional publications, associations
 - conferences, meetings, professional development
- **Application**
- **Using Your Network**
- **Mentor**
- **Risk Aversion vs. Tolerance**

Strategies to Build Confidence

1. Know your strengths
2. Leadership training
3. Communication/Soft skills
4. Practice/experience
5. Use your network
6. Cultivate your personal brand
7. Accurate self-assessment
8. Understand the job qualifications



Poll: Where do you need to focus your development efforts?

- Build Competence
- Build Confidence

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Assessment Tools/Resources

- [INSHPO Self-Assessment Tool](#)
- [ASSP Self-Evaluation Checklist: Are You a Safety Professional?](#)
- [Dare to Lead, Brené Brown](#)
- [Career Map tool](#)
- [CliftonStrengths](#)
- [Dale Carnegie](#)
- [FranklinCovey](#)
- [Toastmasters](#)



**the above are hyperlinks, click to visit website or hover to view url.*

Poll: What are you going to work on?

- Fill out the Career Map tool
- Finding a mentor
- Start building board of directors
- CliftonStrengths or other assessment tool
- Sign up for a class/continue education
- Get a book...and read it!
- Seek Feedback from colleagues
- Practice a new skill/out of comfort zone

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Questions?

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Thanks for attending!

April Webinar

What Would You Do? Choices That Define You Professionally

When: Wednesday April 29

at 10:00am PT/12pm CT/1pm ET

Register:

<https://attendee.gotowebinar.com/register/2651668457669353560>

Join us for other upcoming webinars:

- HSI LMS in Action: Everything an Administrator Needs to Know (5/13)
- [Safety Unscripted Part 3: Your Questions, Expert Answers \(summer\)](#)
- The EHS Budget Playbook: Turn Safety Needs into Budget Wins (8/18)
- [HSI LMS in Action: Improving the Employee Experience \(8/26\)](#)
- Making Sense of Employee Training Regulations (fall)
- [Preparing for OSHA Inspections \(fall\)](#)

