

2025 NPGO Nursing Summit

Networking Questions

Discussion Questions (Group A)

1. Can you share a time when you accomplished something meaningful, but still found yourself questioning whether you really deserved the recognition?
2. How do you think imposter syndrome shows up for nurses?
3. What advice would you give nurses just starting out who feel they don't belong or have what it takes?
4. What kind of language or feedback can help someone feel more confident and valued?
5. How can informal and formal nurse leaders create an environment that reduces imposter feelings among team members and empowers them to achieve their full potential?

Discussion Questions (Group B)

1. What's one achievement/award/accomplishment you had where you had to remind yourself, "Yes I actually earned this recognition?"
2. How do you support coworkers who might be struggling with self-doubt, even if they hide it well?
3. How can nurses reframe mistakes or challenges as opportunities for growth rather than proof they don't belong?
4. From what you've learned today, what are strategies you can use to address imposter syndrome in yourself or a peer when applying for professional growth opportunities or advancements?
5. What role does vulnerability play in overcoming imposter syndrome? How can informal and formal leaders role model this?



Discussion Questions (Group C)

1. What phrase or mantra helps you quiet the internal negative self-talk?
2. Can you share a time in your own career when you experienced imposter thoughts, and how you worked through them?
3. What are instances where imposter syndrome shows up in your teams/nursing colleagues?
4. What aspects of workplace culture can create an environment that empowers colleagues to step up into their full potential?
5. What role does peer support play in overcoming self-doubt, and how can nurses actively support each other to step up and step in?

Discussion Questions (Group D)

1. What is one compliment you have received as a nurse that was hard to accept? Why was it hard to accept?
2. How do you recognize when someone on your team might be experiencing imposter syndrome?
3. Imagine a high-performing colleague confides that they feel like a fraud. How would you respond?
4. What practical strategies from today's conference can nurses start applying tomorrow in their daily work to help us advance our professional roles and work?
5. What commitments can we each make – as leaders, colleagues, and individuals – to foster confidence, belonging, and purpose within our nursing teams?

Discussion Questions (Group E)

1. What signs or behaviors might indicate that a team member is doubting their own abilities and possibilities, despite evidence to the contrary?
2. What is one thing you are going to do to help address imposter syndrome when it shows up in yourself and/or others?
3. How do peer comparisons contribute to or reduce imposter feelings in your department? How does it impact professional growth opportunities on your team?
4. How do you encourage a growth mindset to help team members reframe failure or mistakes as learning opportunities and stepping stone rather than proof of inadequacy?
5. What role does vulnerability play in overcoming imposter syndrome? How can informal and formal leaders role model this?

Discussion Questions (Group F)

1. If you were your own coach, how would you challenge your imposter thoughts?
2. Have you been in a situation or witnessed an event that you identified as exhibiting imposter behaviors? What did the awareness look like and how was a resolution reached?
3. How do you balance acknowledging someone's feelings with challenging their minimizing self-beliefs that are limiting them from seeing their potential?
4. How can you help create a safe and supportive environment where team members feel comfortable sharing their insecurities or doubts?
5. How can goal-setting or progress tracking be used to build confidence for someone who is unsure of what they can be or achieve?