



11th International Clinical Skills Conference 2027

Sunday May 16th – Wednesday May 19th , 2027

Interfaces and Impacts

Associate Professor Kirsty Freeman -Plenary Summary

Plenary Title: Is Impostor Phenomenon really about the individual?

Plenary Description: We often treat impostor phenomenon as a personal failing, something individuals need to fix about themselves. What if the problem isn't the individual but the system? This keynote explores how impostor phenomenon is shaped by organisational culture, feedback practices, and how we support professionals through identity transitions. You'll leave with a framework for understanding these dynamics across health professions education, evidence of their impact on workforce sustainability and professional wellbeing, and a clearer sense of where systemic change needs to happen in your own educational contexts.

Associate Professor Kirsty Freeman -Keynote Workshop Summary

Workshop Title: Designing for belonging educator capacity for psychological safety and professional identity in the context of impostor phenomenon

Workshop Description: This interactive workshop will move participants from understanding to action. Together we'll explore concrete, evidence-informed approaches to fostering psychological safety and belonging in your educational settings, examining organisational practices, feedback systems, and team dynamics that either support or undermine professional identity and wellbeing. Bring your context; leave with strategies and confidence to begin implementing organisational change in your own settings.

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