**Appendix B.** Data codebook.

|  |  |  |
| --- | --- | --- |
| Variable | Question & comments | Value:frequency:code |
| Participant ID |  | As stated |
| competent | In general, people tend to believe I am more competent than I really am. | 0. Not at all true1. Not true2. Slightly not true3. Neutral4. Slightly true5. True6. Very true |
| achievement | I am certain my present level of achievement results from true ability. | 0. Very true1. True2. Slightly true3. Neutral4. Slightly not true5. Not true6. Not at all true(reverse scored) |
| discovered | Sometimes I am afraid I will be discovered for who I really am. | 0. Not at all true1. Not true2. Slightly not true3. Neutral4. Slightly true5. True6. Very true |
| compliments | I find it easy to accept compliments about my competence. | 0. Very true1. True2. Slightly true3. Neutral4. Slightly not true5. Not true6. Not at all true(reverse scored) |
| honors | I feel I deserve whatever honors, recognition, or praise I receive. | 0. Very true1. True2. Slightly true3. Neutral4. Slightly not true5. Not true6. Not at all true(reverse scored) |
| mistake | At times, I have felt I am in my present position or academic program through some kind of mistake. | 0. Not at all true1. Not true2. Slightly not true3. Neutral4. Slightly true5. True6. Very true |
| confident | I feel confident that I will succeed in the future. | 0. Very true1. True2. Slightly true3. Neutral4. Slightly not true5. Not true6. Not at all true(reverse scored) |
| phony | I tend to feel like a phony. | 0. Not at all true1. Not true2. Slightly not true3. Neutral4. Slightly true5. True6. Very true |
| personality | My personality or charm often makes a strong impression on people in authority. | 0. Not at all true1. Not true2. Slightly not true3. Neutral4. Slightly true5. True6. Very true |
| accomplishments | I consider my accomplishments adequate for this stage in my life. | 0. Very true1. True2. Slightly true3. Neutral4. Slightly not true5. Not true6. Not at all true(reverse scored) |
| disagree | In discussions, if I disagree with my boss, a professor, or the person in charge, I speak out. | 0. Very true1. True2. Slightly true3. Neutral4. Slightly not true5. Not true6. Not at all true(reverse scored) |
| fail | I often achieve success on a project, report, or test when I have anticipated I would fail. | 0. Not at all true1. Not true2. Slightly not true3. Neutral4. Slightly true5. True6. Very true |
| secrets | I often feel I am concealing secrets about myself from others. | 0. Not at all true1. Not true2. Slightly not true3. Neutral4. Slightly true5. True6. Very true |
| private | My public and private self are the same person. | 0. Very true1. True2. Slightly true3. Neutral4. Slightly not true5. Not true6. Not at all true(reverse scored) |
| ip\_score |  | Impostor Phenomenon score: 0-84 |
| strategies | Do you use any strategies to address feelings of inadequacy at work? If so, please describe. | As listed |
| effective\_strategies | If applicable, how effective are these strategies in addressing those feelings of inadequacy? | As listed |
| theme1 | Categories of the major themes we assigned qualitative responses to during coding: internal or external. | 1. Internal theme2. External theme3. Both themes present |
| theme2 | Categories of the major themes we assigned qualitative responses to during coding: passive or active. | 1. Passive theme2. Active theme3. Both themes present99. None present |
| dontfeel | Categories of those  | 1. Feels inadequate & gave coping strategies 2. Feels inadequate & didn't give coping strategies 3. Doesn't feel inadequate & gave coping strategies4. Doesn't feel inadequate & didn't give coping strategies99. No response  |
| effective | Ratings of the question “How effective are these strategies in addressing those feelings of inadequacy?” | 1. Strategies are effective2. Strategies are somewhat effective3. Strategies are not effective4. I’m not sure |
| anxiety | How often have you experienced **anxiety** related to your work in the pastmonth? | 1. Never2. Once or twice a month3. Once a week4. More than twice a week5. Every day |
| burnout | How often have you experienced **burnout** related to your work in the pastmonth? | 1. Never2. Once or twice a month3. Once a week4. More than twice a week5. Every day |
| demotivation | How often have you experienced **demotivation** related to your work in the pastmonth? | 1. Never2. Once or twice a month3. Once a week4. More than twice a week5. Every day |
| overworked | How often have you experienced **overworked** related to your work in the pastmonth? | 1. Never2. Once or twice a month3. Once a week4. More than twice a week5. Every day |
| passion | How often have you experienced **passion** related to your work in the pastmonth? | 1. Never2. Once or twice a month3. Once a week4. More than twice a week5. Every day |
| pride | How often have you experienced **pride** related to your work in the pastmonth? | 1. Never2. Once or twice a month3. Once a week4. More than twice a week5. Every day |
| procrastination | How often have you experienced **procrastination** related to your work in the pastmonth? | 1. Never2. Once or twice a month3. Once a week4. More than twice a week5. Every day |
| satisfaction | How often have you experienced **satisfaction** related to your work in the pastmonth? | 1. Never2. Once or twice a month3. Once a week4. More than twice a week5. Every day |
| stress | How often have you experienced **stress** related to your work in the pastmonth? | 1. Never2. Once or twice a month3. Once a week4. More than twice a week5. Every day |
| delegating | How often have you experienced **delegating** related to your work in the pastmonth? | 1. Never2. Once or twice a month3. Once a week4. More than twice a week5. Every day |
| Gender | How do you identify your gender? | 1. Female2. Male3. Non-binary/third gender99. Prefer not to respondNotes:3= 3 cases99= 9 cases |
| Race, race2 | Which of these best describes your racial identity? | Race1. White/Caucasian2. African American/Black3. American Indian/Alaska Native4. Asian American/Asian5. Native Hawaiian/Pacific Islander6. Hispanic/Latino7. Middle Eastern/North African8. Multi-racial (combination of 2 or more races)99. Prefer not to respondRace21. White/Caucasian (589)2. Non-White/Caucasian (93)99. Prefer not to respond (21) |
| Age | What is your age? | 1. 25 and under2. 26-303. 31-354. 36-405. 41-456. 46-507. 51-558. 56-609. 61-6510. Over 65Age21. Under 25 to 352. 36 to 503. 51 to Over 65Age31. 30 years or under2. 31–35 years3. 36–40 years4. 41–50 years5. 51–60 years6. 61 years or over |
| Education1 | Do you have formal educational training in the health sciences field? | 1. Yes2. No |
| Education2\_1, 2\_2, 2\_3 | Please select all health sciences degrees that you hold. | 1. Bachelor's or Associate’s-- clinical (e.g. BSN)2. Bachelor's-- non-clinical (e.g. Human Biology)3. Master's-- clinical (e.g. MSN, CNM)4. Master's-- non-clinical (e.g. MPH)5. Doctorate-- clinical (e.g. MD / DO, DPT, DNP)6. Doctorate-- non-clinical (e.g. PhD in epidemiology)7. Clinical workMultiple selections recorded in 2\_1, 2\_2, and 2\_3 |
| MLS | Do you have a master's degree in library/information science? | 1. Yes
2. No
 |
| years\_work | How many years of work experience in health sciences libraries do you have? | 1. Less than 3
2. 3-6
3. 7-10
4. 11-20
5. Over 20
 |
| library\_type | What type of library do you work in? | 1. Academic
2. Hospital
3. Other

Note: responses of 1 & 2 are now included under 2. |