**Appendix B.** Data codebook.

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| --- | --- | --- |
| 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 true  1. Not true  2. Slightly not true  3. Neutral  4. Slightly true  5. True  6. Very true |
| achievement | I am certain my present level of achievement results from true ability. | 0. Very true  1. True  2. Slightly true  3. Neutral  4. Slightly not true  5. Not true  6. Not at all true  (reverse scored) |
| discovered | Sometimes I am afraid I will be discovered for who I really am. | 0. Not at all true  1. Not true  2. Slightly not true  3. Neutral  4. Slightly true  5. True  6. Very true |
| compliments | I find it easy to accept compliments about my competence. | 0. Very true  1. True  2. Slightly true  3. Neutral  4. Slightly not true  5. Not true  6. Not at all true  (reverse scored) |
| honors | I feel I deserve whatever honors, recognition, or praise I receive. | 0. Very true  1. True  2. Slightly true  3. Neutral  4. Slightly not true  5. Not true  6. 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 true  1. Not true  2. Slightly not true  3. Neutral  4. Slightly true  5. True  6. Very true |
| confident | I feel confident that I will succeed in the future. | 0. Very true  1. True  2. Slightly true  3. Neutral  4. Slightly not true  5. Not true  6. Not at all true  (reverse scored) |
| phony | I tend to feel like a phony. | 0. Not at all true  1. Not true  2. Slightly not true  3. Neutral  4. Slightly true  5. True  6. Very true |
| personality | My personality or charm often makes a strong impression on people in authority. | 0. Not at all true  1. Not true  2. Slightly not true  3. Neutral  4. Slightly true  5. True  6. Very true |
| accomplishments | I consider my accomplishments adequate for this stage in my life. | 0. Very true  1. True  2. Slightly true  3. Neutral  4. Slightly not true  5. Not true  6. 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 true  1. True  2. Slightly true  3. Neutral  4. Slightly not true  5. Not true  6. 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 true  1. Not true  2. Slightly not true  3. Neutral  4. Slightly true  5. True  6. Very true |
| secrets | I often feel I am concealing secrets about myself from others. | 0. Not at all true  1. Not true  2. Slightly not true  3. Neutral  4. Slightly true  5. True  6. Very true |
| private | My public and private self are the same person. | 0. Very true  1. True  2. Slightly true  3. Neutral  4. Slightly not true  5. Not true  6. 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 theme  2. External theme  3. Both themes present |
| theme2 | Categories of the major themes we assigned qualitative responses to during coding: passive or active. | 1. Passive theme  2. Active theme  3. Both themes present  99. 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 strategies  4. Doesn't feel inadequate & didn't give coping strategies  99. No response |
| effective | Ratings of the question “How effective are these strategies in addressing those feelings of inadequacy?” | 1. Strategies are effective  2. Strategies are somewhat effective  3. Strategies are not effective  4. I’m not sure |
| anxiety | How often have you experienced **anxiety** related to your work in the past  month? | 1. Never  2. Once or twice a month  3. Once a week  4. More than twice a week  5. Every day |
| burnout | How often have you experienced **burnout** related to your work in the past  month? | 1. Never  2. Once or twice a month  3. Once a week  4. More than twice a week  5. Every day |
| demotivation | How often have you experienced **demotivation** related to your work in the past  month? | 1. Never  2. Once or twice a month  3. Once a week  4. More than twice a week  5. Every day |
| overworked | How often have you experienced **overworked** related to your work in the past  month? | 1. Never  2. Once or twice a month  3. Once a week  4. More than twice a week  5. Every day |
| passion | How often have you experienced **passion** related to your work in the past  month? | 1. Never  2. Once or twice a month  3. Once a week  4. More than twice a week  5. Every day |
| pride | How often have you experienced **pride** related to your work in the past  month? | 1. Never  2. Once or twice a month  3. Once a week  4. More than twice a week  5. Every day |
| procrastination | How often have you experienced **procrastination** related to your work in the past  month? | 1. Never  2. Once or twice a month  3. Once a week  4. More than twice a week  5. Every day |
| satisfaction | How often have you experienced **satisfaction** related to your work in the past  month? | 1. Never  2. Once or twice a month  3. Once a week  4. More than twice a week  5. Every day |
| stress | How often have you experienced **stress** related to your work in the past  month? | 1. Never  2. Once or twice a month  3. Once a week  4. More than twice a week  5. Every day |
| delegating | How often have you experienced **delegating** related to your work in the past  month? | 1. Never  2. Once or twice a month  3. Once a week  4. More than twice a week  5. Every day |
| Gender | How do you identify your gender? | 1. Female  2. Male  3. Non-binary/third gender  99. Prefer not to respond  Notes:  3= 3 cases  99= 9 cases |
| Race, race2 | Which of these best describes your racial identity? | Race  1. White/Caucasian  2. African American/Black  3. American Indian/Alaska Native  4. Asian American/Asian  5. Native Hawaiian/Pacific Islander  6. Hispanic/Latino  7. Middle Eastern/North African  8. Multi-racial (combination of 2 or more races)  99. Prefer not to respond  Race2  1. White/Caucasian (589)  2. Non-White/Caucasian (93)  99. Prefer not to respond (21) |
| Age | What is your age? | 1. 25 and under  2. 26-30  3. 31-35  4. 36-40  5. 41-45  6. 46-50  7. 51-55  8. 56-60  9. 61-65  10. Over 65  Age2  1. Under 25 to 35  2. 36 to 50  3. 51 to Over 65  Age3  1. 30 years or under  2. 31–35 years  3. 36–40 years  4. 41–50 years  5. 51–60 years  6. 61 years or over |
| Education1 | Do you have formal educational training in the health sciences field? | 1. Yes  2. 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 work  Multiple 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. |