

# Translation of the Clance Impostor Phenomenon Scale Into the Croatian Language

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## Abstract

**Introduction:** Clance Impostor Phenomenon Scale (CIPS) is the most common and psychometrically sound instrument used to measure the impostor phenomenon. The aim of this study was to translate and make a cultural adaptation of the CIPS from English into Croatian.

**Materials and Methods:** The translation process included two independent forward translations, combination of the forward translations into one single translation, back-translation, back-translation review, pre-piloting and drafting of the final translation after several revisions and minor adjustments by a professional reviewer.

**Results:** We noticed no semantic differences when comparing the original and the back-translated versions of the CIPS. Thus, the final translation was only slightly changed in comparison with the first version.

**Conclusions:** The version of the CIPS which was translated and culturally adapted into Croatian represents a reliable translation ready to be used in Croatia and Bosnia and Herzegovina.

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## Introduction

The psychological term impostor phenomenon (IP) can be identified using a combination of keywords and phrases, including spelling variations and synonyms, such as impostor phenomenon, impostorism, impostor syndrome, impostor, and perceived fraudulence (1). Psychologists P. Clance and S. Imes coined the term in 1978 based on clinical observations and after Clance published her book in 1985, the term attracted increasing attention. Nowadays, the term is widely present due to its strong association with several personal and work-related implications (2-4). Impostorism is not a diagnosable mental illness or condition, yet a pervasive psychological experience of perceived intellectual and professional fraudulence. Impostors doubt their accomplishments and have a persistent fear of being exposed as a fraud (5). Despite adequate evidence of accomplishment, they feel self-doubt and perceive themselves as unworthy of promotion, recognition and reward, convinced that they do not deserve the success (2). Some characteristics indicative of a maladaptive

personality style facilitate the vicious cycle of perceived inadequacy. Impostors use increased efforts aimed towards achieving their goal to overcompensate for their frustration, but these well-known perfectionists and workaholics suffer from a considerable amount of pressure, anxiety, fear of failure and life dissatisfaction (3,6).

Impostorism occurs across different cultures and lifetime prevalence is as high as 70% (7-11). Although Clance and Imes first noticed that this pattern was more common in females, subsequent studies yielded inconsistent results, indicating that the impostor experience was equally or even more common among men (3,6,11,12). It should be noted that it does not affect only highly successful people and that anyone could view themselves as impostors if they failed to internalize their success (13). The presence of impostorism has been studied among different occupations, such as college students (9,10,13), academics (11), physician assistants (14), marketing managers (15) and medical students (1,16). A highly competitive environment in the medical field, especially during the training period, probably contributes

to the high prevalence of impostorism. However, this phenomenon, which affects nearly half of females and one-fourth of males among medical students and residents, is still under acknowledged by the healthcare community (17). Initially, it was considered static, but subsequently, its' quite dynamic nature was recognized, and the transition from preclinical to clinical training was described as particularly challenging (9–11). Researchers have identified several factors contributing to the emergence of impostorism, such as perfectionism (2,18–20) and family environment (2,9,21,22). Family dynamics and parenting style can impact the values and behaviours associated with children's success, especially how the child will learn to cope with success and failure (23). General family characteristics were proposed as contributors to the reappearance of the impostor phenomenon: (i) the perception of the impostor that their talents are uncharacteristic compared to family members' talents, (ii) family messages that convey the importance of intellectual ability and that success requires little effort, (iii) disagreement between feedback on the abilities and success of impostors stemming from the family and other sources and (iv) a lack of positive reinforcement or support. The tendency of impostors to reject positive feedback and uphold high standards for self-evaluation while remaining critical of their inability to achieve these standards shows consistency with perfectionism (23). Regarding the IP and personality traits, neuroticism was identified as a strong predictor (23) and there are also positive associations with introversion (5), as opposed to conscientiousness and agreeableness (23).

Different definitions of the IP and various measurement scales were made for clinical and research purposes in order to quantify the characteristics of the impostor experience. The Clance Impostor Phenomenon Scale (CIPS), the most common and psychometrically sound instrument (2,24), was developed in 1985. Besides the Harvey Impostor Scale (11), there are also two other separate scales: the Perceived Fraudulence Scale (PFS) (25) and the Leary Impostor Scale (26). It should be noted that

researchers defined the construct differently – Harvey, Clance, and Kolligian and Sternberg (3,11,25) suggested multidimensionality of impostorism, while Leary et al. proposed a unidimensional definition (24,26). After years of researching this phenomenon, Clance defined a typical impostor and created the CIPS that accurately measures the intensity an impostor could experience. This most commonly used instrument by researchers and practitioners has been validated in different settings. It contains items which address the fear of failure, attribution of success to luck, error, or charm, the desire to stand out, the feeling of having given others a false impression, the discounting of recognition from others, as well as the fear of evaluation, fear that successes cannot be repeated and the feeling that one is less capable than peers (2,24,27).

This study aimed to translate and culturally adapt the CIPS to the Croatian language, including translation and piloting of the questionnaire for students in Croatia and Bosnia and Herzegovina. The Croatian language is also one of the three official languages in Bosnia and Herzegovina, while the University of Mostar is the only Croatian-speaking university in the country.

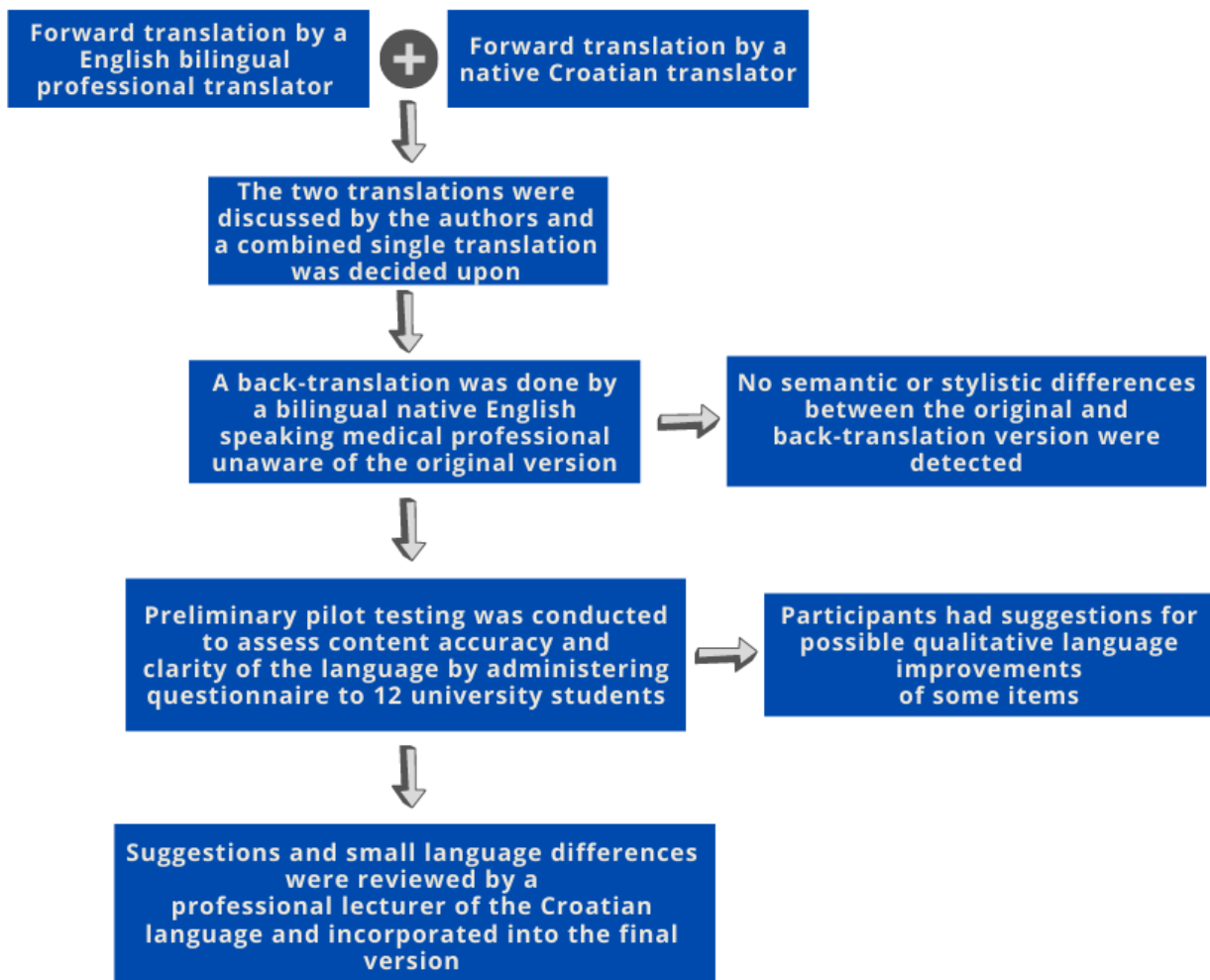
## Materials and Methods

The CIPS is a 20-item survey in which respondents rate their answers on a Likert scale from 1 to 5, where the numbers have the following meanings: 1 – not at all true, 2 – rarely true, 3 – sometimes true, 4 – often true, or 5 – very true. For each question, respondents are advised to circle the number that best indicates how true the statement is for them and provide the first response that enters their mind, rather than dwelling on and overthinking each statement. The scores for each item add up to produce a total score, and higher scores indicate greater identification with the impostor syndrome (28).

The translation algorithm for the CIPS (used with the authors' permission) was selected according to the previously described methodology, which included two mandatory forward translations

and backward translation by a health professional (29). Forward translations of the instrument were made by translators residing in the country and familiar with the field of health outcomes. A native English bilingual professional translator and a native Croatian translator for the English language forward-translated the CIPS into Croatian. Once these versions were available, we discussed combined translation efforts at a consensus meeting. The statement "I'm often afraid that I may fail at a new assignment or undertaking even though I generally do well at what I attempt" was inadequately translated in the first forward translation, but the second one was

more comparable with the original statement. Regarding all other questions, the forward translations were similar to and consistent with the original version. Subsequently, a bilingual native English-speaking medical professional, who was unaware of the original version, back-translated the combined version of the translations into English. The objective of back-translation was to detect errors in meaning and non-equivalence. We found no semantic or stylistic differences between the original and back-translation version of the CIPS. The algorithm of the translation protocol is presented in Figure 1.



**Figure 1.** The algorithm of the translation protocol

Preliminary pilot testing was conducted to assess content accuracy and clarity of the language for both countries, Croatia and Bosnia and Herzegovina. The questionnaire was

administered to a convenient sample of 12 university students (5 males and 7 females, median age of 21, IQR of 21-35) from the University of Zagreb. During pre-pilot testing,

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the interviewer observed that the translations represented the source questionnaire effectively. The participants had suggestions for possible qualitative language improvements regarding some items, which were incorporated into the final version of the questionnaire. Afterwards, the suggestions and small language differences were reviewed by a professional Croatian language reviewer with 20 years of experience and they were incorporated into the Croatian version of the CIPS.

## Results

In Table 1, we provided a detailed presentation of the outcome of the translation process, which

consists of the original version, two forward translations into Croatian, a combined version of the translations and back-translation into English. The translators provided a translation that is as close to the original as possible and we did not find any significant changes in the meaning or style. When comparing the original English version and the back-translated version, we observed no relevant semantic differences. The only differences between the original and the back-translation were related to using different grammatical forms, which resulted in very similar meanings. These versions are comparable with the original English instrument in terms of content and accuracy, although the Croatian version has been culturally adapted.

**Table 1. Steps for the CIPS translation into the Croatian language**

Original	Forward translation No. 1	Forward translation No. 2	Combined translation	Backward translation
1. I have often succeeded on a test or task even though I was afraid that I would not do well before I undertook the task.	Često bih uspješno napisao/la test ili izvršio/la zadatak iako sam se bojao/la da ga neću dobro napraviti prije nego sam ga započeo/la.	Često sam bio/la uspješan/na na testu iako sam se bojao/la da neću postići dobar rezultat prije početka rješavanja testa.	Često bih uspješno napisao/la test ili izvršio/la zadatak iako sam se prije početka bojao/la da ga neću dobro napraviti.	I often do well on exams even though beforehand I was afraid of failing.
2. I can give the impression that I'm more competent than I really am.	Mogu odati dojam da sam sposobniji/a nego što zbilja jesam.	Ponekad se činim kompetentnijim/om nego što zapravo jesam.	Mogu odati dojam da sam sposobniji/a nego što zapravo jesam.	I can give the impression that I'm more capable than I truly am.
3. I avoid evaluations if possible and have a dread of others evaluating me.	Izbjegavam procjene ako je moguće i grozim se toga da me drugi procjenjuju.	Ako mogu, izbjegavam evaluacije i strahujem od toga da me drugi procjenjuju na bilo koji način.	Ako mogu, izbjegavam procjene i strahujem od toga da me drugi procjenjuju.	I avoid any comparison and I'm terrified of being judged by others.
4. When people praise me for something I've accomplished, I'm afraid I won't be able to live up to their expectations of me in the future.	Kada me hvale za moja postignuća, bojim se da u budućnosti neću moći ispuniti njihova očekivanja.	Kada drugi pohvale moja postignuća, bojim se da neću ispuniti njihova očekivanja u budućnosti.	Kada me drugi hvale za moja postignuća, bojim se da neću moći ispuniti njihova očekivanja u budućnosti.	When being praised for my achievements, I'm afraid of not being able to meet their expectations in the future.
5. I sometimes think I obtained my present position or gained my present	Ponekad mislim da sam došao/la do sadašnje pozicije ili trenutnog uspjeha	Ponekad mislim da sam trenutnu poziciju i trenutan uspjeh postigao/la	Ponekad mislim da sam postigao/la sadašnju poziciju ili sadašnji uspjeh jer	I sometimes think that I made it to this position or point in life because I was at



success because I happened to be in the right place at the right time or knew the right people.	jer sam bio/la na pravom mjestu u pravo vrijeme ili jer sam poznavao/la prave ljude.	jer sam se našao/la na pravom mjestu u pravo vrijeme ili sam poznavao/la ljude koji su mi to omogućili.	sam bio/la na pravom mjestu u pravo vrijeme ili sam poznavao/la prave ljude.	the right place at the right time or due to knowing the right people.
6. I'm afraid people important to me may find out that I'm not as capable as they think I am.	Strahujem od toga da će ljudi koji su mi važni saznati da nisam sposoban/na koliko oni misle da jesam.	Bojim se da će ljudi koji su mi važni otkriti da nisam sposoban koliko su mislili.	Strahujem od toga da će meni važni ljudi otkriti da nisam sposoban/na koliko oni misle da jesam.	I'm afraid that the people close to me will find out that I'm not as capable as they think I am.
7. I tend to remember the incidents in which I have not done my best more than those times I have done my best.	Sklon/a sam više pamtili događaje u kojima nisam dao/la sve od sebe nego one kada sam dao/la sve od sebe.	Češće se prisjećam situacija u kojima sam bio/la neuspješan/na nego onih u kojima sam bio/la uspješan/na.	Sklon/a sam češće se prisjetiti događaja u kojima nisam dao/la sve od sebe nego onih kada sam dao/la sve od sebe.	I'm more inclined to remember the times I didn't give my best effort, compared to the times when I did.
8. I rarely do a project or task as well as I'd like to do it.	Rijetko kada projekt ili zadatak napravim onoliko dobro koliko bih volio/ljela.	Rijetko završim projekt ili zadatak zadovoljan/na odrađenim poslom.	Rijetko kada projekt ili zadatak napravim onoliko dobro koliko bih volio/ljela.	Rarely do I accomplish an assignment or project as well as I would of liked.
9. Sometimes I feel or believe that my success in my life or in my job has been the result of some kind of error.	Ponekad se osjećam ili vjerujem da je uspjeh u mom životu ili na poslu posljedica nekog tipa greške.	Ponekad se osjećam ili mislim da je uspjeh u mom životu ili poslu rezultat nekakve pogreške.	Ponekad se osjećam ili vjerujem da je uspjeh u mom životu ili poslu posljedica nekakve pogreške.	Sometimes I feel or believe that success in my life or at work is the result of some type of mistake.
10. It's hard for me to accept compliments or praise about my intelligence or accomplishments.	Teško prihvaćam komplimente ili hvalu na račun moje inteligencije ili uspjeha.	Teško prihvaćam komplimente ili pohvale vezane uz moju inteligenciju ili postignuća.	Teško prihvaćam komplimente ili pohvale na račun moje inteligencije ili postignuća.	It's difficult for me to accept compliments or praise based on my intelligence and success.
11. At times, I feel my success has been due to some kind of luck.	Ponekad se osjećam kao da je za moj uspjeh zaslužna neka vrsta sreće.	S vremena na vrijeme, osjećam se kao da je za moj uspjeh zaslužna sreća.	S vremena na vrijeme, osjećam se kao da je za moj uspjeh zaslužna neka vrsta sreće.	I sometimes feel that my success is due to some sort of luck.
12. I'm disappointed at times in my present accomplishments and think I should have accomplished much more.	Ponekad sam razočaran/a trenutnim uspjesima i mislim da sam trebao/la mnogo više.	Ponekad sam razočaran/a svojim trenutnim postignućima i mislim da sam trebao/la postići puno više.	Ponekad sam razočaran/a svojim trenutnim postignućima i mislim da sam trebao/la postići puno više.	I am sometimes disappointed at the level of my success and feel that I should of done better.
13. Sometimes I'm afraid others will discover how much	Ponekad se bojim da će drugi otkriti koliko znanja i	Ponekad strahujem od toga da će drugi otkriti da mi	Ponekad se bojim da će drugi otkriti koliko mi znanja ili	Sometimes I fear that others will discover how much

knowledge or ability I really lack.	sposobnosti mi zbilja nedostaje.	nedostaje znanja ili sposobnosti.	sposobnosti zbilja nedostaje.	knowledge and ability I'm truly lacking.
14. I'm often afraid that I may fail at a new assignment or undertaking even though I generally do well at what I attempt.	Ponekad se bojim da neću uspjeti u novom zadatku ili poduhvatu iako obično dobro napravim ono u što se upustim.	Često se bojim da ću biti neuspješan/na u novome zadatku ili pothvatu iako sam obično uspješan/na u onome što radim.	Često se bojim da ću biti neuspješan/na u novom zadatku ili poduhvatu iako obično dobro napravim ono u što se upustim.	Often, I fear that I will not succeed in a new task or endeavour even though I usually do well what I embark on.
15. When I've succeeded at something and received recognition for my accomplishments, I have doubts that I can keep repeating that success.	Kada uspijem u nečemu i za to dobijem priznanje, sumnjam u to da ću taj uspjeh moći ponoviti.	Kada uspijem u nečemu i drugi pohvale moja postignuća, bojim se da neću ponovno biti uspješan/na u istom ili sličnom zadatku.	Kada uspijem u nečemu i za to dobijem priznanje, sumnjam da ću taj uspjeh moći ponoviti.	When I get recognition for an achievement, I have doubts that I will be able to repeat that success.
16. If I receive a great deal of praise and recognition for something I've accomplished, I tend to discount the importance of what I've done.	Ako za nešto što sam postigao/la dobijem mnogo hvale i priznanja, sklon/a sam reducirati važnost toga što sam napravio/la.	Ako dobijem puno pohvala i komplimentata za nešto što sam postigao/la, često zanemarim važnost onoga što sam učinio/la.	Ako dobijem puno pohvala i priznanja za nešto što sam postigao/la, sklon/a sam umanjiti važnost onoga što sam učinio/la.	If I receive praise for something I achieved, I tend to reduce the importance of what I did.
17. I often compare my ability to those around me and think they may be more intelligent than I am.	Često uspoređujem svoje sposobnosti s onim ljudima oko sebe i mislim da bi oni mogli biti pametniji od mene.	Često uspoređujem svoje sposobnosti sa sposobnostima drugih i mislim da su inteligentniji od mene.	Često uspoređujem svoje sposobnosti sa sposobnostima drugih oko sebe i mislim da bi oni mogli biti pametniji od mene.	I often compare my abilities with people around me and think that they might be smarter than me.
18. I often worry about not succeeding with a project or examination, even though others around me have considerable confidence that I will do well.	Često se brinem da neću uspjeti s nekim projektom ili ispitom, iako su drugi oko mene snažno uvjereni da ću to dobro napraviti	Često brinem da ću biti neuspješan/na na projektu ili ispitu, iako druge osobe vjeruju da ću biti uspješan/na.	Često se brinem da ću biti neuspješan/na na projektu ili ispitu, iako druge osobe oko mene snažno vjeruju da ću to dobro napraviti.	I often worry about the success on a project or exam even though others around me are strongly convinced that I'll do well.
19. If I'm going to receive a promotion or gain recognition of some kind, I hesitate to tell	Ako trebam dobiti unapređenje ili priznanje neke vrste, oklijevam reći drugima sve dok to nije već ostvareno.	Ako trebam dobiti promaknuće ili nekakvu pohvalu, drugim osobama o tome ne govorim	Ako trebam dobiti promaknuće ili nekakvo priznanje, oklijevam reći drugima dok to nije već ostvareno.	If I need to get a promotion or recognition of some kind, I hesitate to tell others until it

others until it is an accomplished fact.		dok se to napokon ne ostvari.		has already been achieved.
20. I feel bad and discouraged if I'm not "the best" or at least "very special" in situations that involve achievement.	Osjećam se loše i obeshrabreno ako nisam „najbolji/a" ili barem „vrlo poseban/a" u situacijama koje se tiču postignuća.	Osjećam se loše i obeshrabreno ako nisam „najbolji/a" ili barem „vrlo poseban/na" u situacijama u kojima se očekuje nekakvo postignuće.	Osjećam se loše i obeshrabreno ako nisam „najbolji/a" ili barem „vrlo poseban/na" u situacijama u kojima se očekuje nekakvo postignuće.	I feel bad and discouraged if I am not "the best" or at least "very special" in situations concerning success.

The Clance IP Scale translated into the Croatian language and scoring instructions are presented in Appendix 1.

## Discussion

The final version of the scale is suitable to assess the impostor phenomenon among medical students in Croatia and Bosnia and Herzegovina. There is extensive variability in the literature associated with the impostor phenomenon, not only regarding synonyms which describe this internal feeling of inadequacy (28). Some reported inconsistencies are most likely attributed to the methodological issues and methodological quality of impostorism validation studies. For our research, we selected Clance's scale, which showed to be a highly sensitive and reliable instrument (1). Validation of the CIP scale is beyond the scope of this research. The sample size for a validation study will be determined when the final version of the questionnaire is administered to a large representative sample of respondents for whom the questionnaire is intended – medical, veterinary and nursing students. The COVID-19

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pandemic prolonged the process of obtaining ethical approvals and made the research more demanding in terms of how to distribute the questionnaire to participants. Ideas and suggestions for further research include checking psychometric characteristics and validating the Clance Impostor Phenomenon Scale translated into the Croatian language. The version of the CIPS which was translated into the Croatian language represents a reliable translation ready to be used in Croatia and Bosnia and Herzegovina.

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## Appendix 1. The Clance IP Scale translated into the Croatian language and scoring instructions

### CLANCE LJESTVICA FENOMENA VARALICE

Molimo zaokružite broj koji najbolje odražava koliko je za vas izjava istinita. Najbolje je da zaokružite prvi odgovor koji vam padne na pamet i ne premišljate se o tome.

**1. Često bih uspješno napisao/la test ili izvršio/la zadatak iako sam se prije početka bojao/la da ga neću dobro napraviti.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**2. Mogu odati dojam da sam sposobniji/a nego što doista jesam.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**3. Izbjegavam procjene ako je moguće i strašim se da me drugi procjenjuju.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**4. Kada me drugi hvale za moja postignuća, bojim se da u budućnosti neću moći ispuniti njihova očekivanja.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**5. Ponekad mislim da sam postigao/la sadašnju poziciju ili sadašnji uspjeh jer sam bio/la na pravom mjestu u pravo vrijeme ili sam poznavao/la prave ljude.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**6. Strahujem od toga da će meni važni ljudi otkriti da nisam sposoban/na koliko oni misle da jesam.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**7. Sklon/a sam češće se prisjetiti događaja u kojima nisam dao/la sve od sebe nego onih kada sam dao/la sve od sebe.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**8. Rijetko kada projekt ili zadatak napravim onoliko dobro koliko bih volio/ljela.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**9. Ponekad se osjećam ili vjerujem da je uspjeh u mom životu ili poslu posljedica nekakve pogreške.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**10. Teško prihvaćam komplimente ili pohvale na račun svoje inteligencije ili postignuća.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**11. Ponekad se osjećam kao da je za moj uspjeh zaslužna neka vrsta sreće.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**12. Ponekad sam razočaran/a svojim trenutnim postignućima i mislim da sam trebao/la postići puno više.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**13. Ponekad se bojim da će drugi otkriti koliko mi znanja ili sposobnosti doista nedostaje.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**14. Često se bojim da ću biti neuspješan/na u novom zadatku ili poduhvatu premda obično dobro napravim ono u što se upustim.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**15. Kada uspijem u nečemu i za to dobijem priznanje, sumnjam da ću taj uspjeh moći ponoviti.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**16. Ako za nešto što sam postigao/la dobijem puno pohvala i priznanja, sklon/a sam umanjiti važnost onoga što sam učinio/la.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**17. Često uspoređujem svoje sposobnosti sa sposobnostima drugih oko sebe i mislim da bi oni mogli biti pametniji od mene.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**18. Često se brinem da ću biti neuspješan/na na projektu ili ispitu, premda druge osobe oko mene snažno vjeruju da ću to dobro napraviti.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**19. Ako trebam dobiti promaknuće ili nekakvo priznanje, oklijevam reći drugima sve dok to nije već ostvareno.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

**20. Osjećam se loše i obeshrabreno ako nisam „najbolji/a“ ili barem „vrlo poseban/na“ u situacijama u kojima se očekuje nekakvo postignuće.**

1 (nimalo istinito) 2 (rijetko) 3 (ponekad) 4 (često) 5 (posve istinito)

### Ocjenjivanje testa fenomena varalice

Test fenomena varalice osmišljen je kako bi pomogao pojedincima utvrditi imaju li ili nemaju karakteristike fenomena varalice te, ako imaju, u kojoj mjeri.

Nakon rješavanja testa zbrojite brojeve odgovora na svaku izjavu. Ako je ukupan zbroj 40 ili manje, ispitanik ima malo obilježja fenomena varalice; ako je rezultat između 41 i 60, ispitanik ima umjerena iskustva s fenomenom varalice; rezultat između 61 i 80 znači da se ispitanik često osjeća kao varalica; a rezultat viši od 80 znači da ispitanik često intenzivno osjeća fenomen varalice. Što je rezultat viši, fenomen varalice češće i ozbiljnije utječe na život osobe.

*Bilješka. Iz The Impostor Phenomenon: When Success Makes You Feel Like a Fake (str. 20 – 22), autorice P. R. Clance, 1985., Toronto: Bantam Books. © Pauline Rose Clance, dr. sc., American Board of Professional Psychology. Koristi se uz dopuštenje. Zabranjeno umnožavati bez dopuštenja Pauline Rose Clance, drpaulinerose@comcast.net, www.paulineroseclance.com*

**Abbreviations.** IP - impostor phenomenon  
CIPS - Clance Impostor Phenomenon Scale

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