



## PRESIDENT'S Message

### Hello my NAWIC Sisters!

Hello NAWIC Sisters!

January has set a promising tone for the year, and I'm thrilled to share some updates and upcoming events that you won't want to miss.

Firstly, I want to thank everyone who attended our "Meet the Board" meeting in January. The board was able to give a chapter report and answer any questions the membership may have. Your presence and participation were appreciated as we aim to keep our members informed and engaged. It was wonderful to see familiar faces and welcome new members into our NAWIC family.

In February, our DE&I committee is spreading the love by organizing a Palentines dinner on 2/13 at Mondo's. This is a chance for everyone to get together for some casual fun and conversation. They do hold these events monthly so keep an eye out for future opportunities. Looking forward, mark your calendars for an evening of fun and friendly competition at our Trivia Night with the Construction Leadership Council (CLC). Scheduled for February 22, 2024, this event promises to be a fantastic opportunity to network, test your knowledge, and forge connections within our industry.

March is fast approaching, and with it comes one of the most anticipated events of the year: Women in Construction (WIC) Week, running from March 3rd to March 9th. This is our chance to celebrate the contributions of women in our field, showcase our achievements, and inspire future generations. Stay tuned for details on how you can celebrate during this empowering week.

Behind the scenes, our Fall Conference Committee is hard at work, diligently planning and organizing to ensure that our Fall Conference exceeds expectations. Your input and support are invaluable as we strive to create a memorable and enriching experience for all attendees. If you have ideas or suggestions, please don't hesitate to reach out to the committee.

**Chrissie Humphrey,**

**NAWIC Tulsa Chapter 76 President**

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## NEXT MEETING:

*3rd Thursday of the Month*

### CLC Mixer

**February 22 from 4- 6pm**

**LOCATION:**

**American Solera**

**1702 E. Sixth St.**

**Tulsa, OK 74104**

**RSVP to the following link:**

<https://associatedgeneralcontractorsofoklahoma.growthzoneapp.com/ap/Event/s/Register/vP31Y9lr?mode=Attendee>



The National Association of  
**Women in Construction**

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**Tulsa, OK**

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**MEMBERSHIP MEETING**



**CLC Mixer**

February 22, 2024, from 4-6 PM

American Solera

1702 E. Sixth St.

Tulsa, OK 74104

***RSVP to below link***

<https://associatedgeneralcontractorsofoklahoma.growthzoneapp.com/ap/Events/Register/vP31Y9lr?mode=Attendee>

# UPCOMING EVENTS

## FEBRUARY

DEI Palentine's Dinner

2/13—5:15 pm

Mondo's

CLC Member Mixer

2/22—4-6 pm

American Solera

## MARCH

WIC Week

3/03—3/09

Check WW Calendar

BOD Meeting

3/12 5:30—6:30 pm

Location TBD

Membership Meeting

6:00—7:30 pm

New Member Installation

## APRIL

BOD Meeting

4/02 5:30—6:30 pm

TBD

Spring Forum

4/12—4/13

Corpus Christie, TX

Industry Appreciation

4/16—6:00 pm

Tulsa Country Club

# Sponsorship Program

Please do not forget to get your Sponsorship Letters out to your favorite people. We have already received several donations and are so grateful. This money will go towards our events and programs for the year.

Thank you to everyone who put this together and has already made a push to get sponsorship.

For any questions about sponsorship, or if you need the pdf format please contact Nicole shields,  
[nlshields@garverusa.com](mailto:nlshields@garverusa.com)



Tulsa, OK



## 2023/2024 NAWIC, Tulsa Chapter 76 Corporate Sponsorship Opportunity

*NAWIC is committed to championing women to impact the direction of the construction industry. To fulfill this mission, NAWIC provides education, community, and advocacy through the core purpose of strengthening and amplifying the success of women in construction. By continuing the vision of its founding members of 1953, NAWIC advocates for the values and impacts of women builders, professionals, and tradeswomen in all aspects of the construction industry.*

### Benefits of NAWIC

- Networking
- Education
- Mentorship
- Community Involvement
- Professional Development
- Career Opportunities
- Friendships
- And Many more things!

### Website/Social Media

- Website: [www.nawic.org](http://www.nawic.org)
- Facebook: [NAWIC Tulsa Chapter 76](#)
- Twitter: [Tulsa NAWIC \(@TulsaNAWIC\)](#)
- Linked In: [NAWIC Tulsa](#)
- Instagram: [Tulsa NAWIC Chapter 76 \(tulsa.nawic.76\)](#)

### 2023/2024 NAWIC, Tulsa Chapter 76 Board Members

**PRESIDENT**  
Chrissie Humphrey, Stout Construction

**VICE PRESIDENT**  
Nicole Shields, Garver

**TREASURER**  
Julianna Guglielmo, Colburn Electric

**CORRESPONDING SECRETARY**  
Kristie Ostler, Rick Scott Construction

**DIRECTOR**  
Paullei Tanner, Crossland Construction

**DIRECTOR**  
Galina Newsom, Cyntergy

**PARLIAMENTARIAN**  
Marla Carter, Tulsa Civil Contractors

**PRESIDENT – ELECT**  
Dana Cookson, Stout Construction

**PAST PRESIDENT**  
Jaylee Klempa, Program Management Group

**RECORDING SECRETARY**  
Lauren Colwell, Arcoro

**DIRECTOR**  
Hannah Humphrey, Stout Construction

**DIRECTOR**  
Paula Fennell, Craftsmen Resources

**PARLIAMENTARIAN**  
Joani Kelly, S B Systems – Retired

**PARLIAMENTARIAN**  
Kem Maher Hagadorn, Dave Maher & Associates, Inc.





# ***Corporate Sponsorship Details***

## **PLATINUM SPONSOR     \$1,000**

- Corporate recognition in all Chapter email announcements
- Opportunity to provide firm spotlight presentation at one meeting
- Opportunity to provide firm spotlight within Chapter Newsletter
- Corporate listing on board displayed at NAWIC – Tulsa events
- Corporate listing on NAWIC – Tulsa website
- Corporate listing on the Chapter newsletter

## **GOLD SPONSOR                     \$750**

- Opportunity to provide firm spotlight within Chapter Newsletter
- Corporate listing on board displayed at NAWIC – Tulsa events
- Corporate listing on NAWIC – Tulsa website
- Corporate listing on the Chapter newsletter

## **SILVER SPONSOR                     \$500**

- Corporate listing on board displayed at NAWIC – Tulsa events
- Corporate listing on NAWIC – Tulsa website
- Corporate listing on the Chapter newsletter

## **BRONZE SPONSOR                     \$300**

- Corporate listing on NAWIC – Tulsa website
- Corporate listing on the Chapter newsletter

## 2023/2024 NAWIC, Tulsa Chapter 76 Corporate Sponsorship Agreement

We will make a contribution of:

\_\_\_\_\_ \$1,000 Platinum Sponsor

\_\_\_\_\_ \$ 750 Gold Sponsor

\_\_\_\_\_ \$ 500 Silver Sponsor

\_\_\_\_\_ \$ 300 Bronze Sponsor



We cannot participate as a full sponsor. Please accept the enclosed gift of \$ \_\_\_\_\_

### Company Information

Company Name \_\_\_\_\_

Contact Name/Title \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Phone No. \_\_\_\_\_

Email Address \_\_\_\_\_

**Please submit this completed form and donation to:** **NAWIC Tulsa Chapter 76**

Attn: Kristi Ostler

P.O. Box 1558

**Make checks payable to:** NAWIC Tulsa Chapter 76 **Nowasso, OK 74055**

**Please email corporate logo in high resolution JPEG, GIF, or pdf format to:**

Tulsa NAWIC marketing at: [TulsaNAWIC76@gmail.com](mailto:TulsaNAWIC76@gmail.com)

Or use the QR code to pay and submit your company logo



If you have any questions, please feel free to contact Nicole Shields,  
NAWIC Vice President, at [NLS Shields@GarverUSA.com](mailto:NLS Shields@GarverUSA.com) or 918-613-9330



**UPCOMING WEBINARS:**  
[www.nawic.org/webinars](http://www.nawic.org/webinars)

National has stepped up and provided NAWIC members with some outstanding webinars throughout the upcoming year with the focus in two areas:

**Professional Development & Education (PD&E) & Membership**

The webinars should be available on the national website to view at your convenience if you can't attend the initial airing. The webinars are also listed in the Calendar of Events.

- Strategic Stakeholder Relationship Skills 2/13 11:00 am
- WIC Week 2024 Planning 2/14 2:00 pm
- Breaking Barriers: When Women Unite 2/23 11:00 am
- Cocktails with Nat. President 2/28 6—7 pm
- OSHA & DOCWIC Updates 2/29 10 am
- Tradewomen olb. For WIC Week 3/7 4:30 pm
- Cocktails with Nat. President 3/27 6—7 pm
- Sexual Harassment 4/4 4:30 pm
- Cocktails with Nat. President 4/24 6—7 pm
- Mental Health/Suicide Awareness 5/2 4:30 pm
- Cocktails with Nat. President 5/29 6—7 pm
- Public Info Social Meet-up 6/6 4:30 pm
- Cocktails with Nat. President 6/26 6—7 pm

# Celebrating Our NAWIC Sisters!

**Happy Birthday**

**02/06** Lauren Colwell

**Welcome New Members**

**1/2024** Sali HHarfoush  
**1/2024** Oilvia Graves

**Congratulations On Your Anniversary**

**02/2023** Carmen layton  
**02/2020** Nicole Fegerson  
**02/1994** Lisa Haney  
**02/2019** Jaylee Klempa



TULSA CHAPTER 76

# WOMEN IN CONSTRUCTION Week

**MARCH 3-9, 2024**

**MARCH 3RD**

**SUNDAY FUNDAY**

**SUCCULENT PLANTING 1PM**

319 S MAIN ST

BROKEN ARROW, OK 74012

\*MEMBERS ONLY

\*ONLY 18 SPOTS AVAILABLE

\*\$10 REGISTRATION FEE

**MARCH 4TH**

**CROSSLAND JOBSITE TOUR**

**VETERANS HOSPITAL 10 AM**

633 WEST 3RD ST.

TULSA, OK

LUNCH TO FOLLOW

**PLEASE RSVP BY 2/23/24**

**IF YOU NEED A HARD HAT**

**NOTIFY US IN YOUR RSVP**

**MARCH 5TH**

**MEMBERSHIP DRIVE AT 473**

**473 6 PM**

224 E ADMIRAL BLVD

TULSA, OK

**PLEASE SEND ALL RSVPS TO PAULA FENNELL  
PFENNELL@CRAFTSMENRESOURCES.COM**

TULSA CHAPTER 76

# WOMEN IN CONSTRUCTION

# Week

**MARCH 3-9, 2024**

**MARCH 6TH**

## **DRESS FOR SUCCESS CLOTHES DRIVE & BOSS APPRECIATION**

**DROP OFF ALL DONATIONS TO TULSA CIVIL**

136 S 122ND E AVE

TULSA, OK

**SHOW YOUR BOSS SOME APPRECIATION FOR THEIR SUPPORT OF  
WOMEN IN THE INDUSTRY!**

TAKE THEM TO LUNCH, BRING COFFEE, OR MAKE A CARD. PLEASE,  
MAKE SURE YOU SHARE IT WITH US ON SOCIALS

**MARCH 7TH**

## **LUNCH AND LEARN PANEL WITH WTS**

**CYNERGY 11:30 AM**

810 S CINCINNATI AVE, STE 200

TULSA, OK

\*\$20 REGISTRATION FEE

**MARCH 8TH**

## **SCHOLARSHIP GOLF TOURNAMENT**

PLEASE SEE GOLF TOURNAMENT FLYER FOR REGISTRATION AND  
SPONSORSHIP DETAILS.

**MARCH 9TH**

## **PARK CLEANUP AND BRAVE BRUNCH**

**ARROWHEAD PARK 10AM**

300 E WASHINGTON ST.

BROKEN ARROW, OK

**FIRST WATCH- FOLLOWING CLEAN UP**

600 E KENOSHA ST.

BROKEN ARROW, OK

**PLEASE SEND ALL RSVPS TO PAULA FENNELL  
PFENNELL@CRAFTSMENRESOURCES.COM**





NAWIC

The National Association of  
**Women in Construction**

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**Tulsa, O K**

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**MARCH 8, 2024**

Register by  
February 23, 2024

*Annual Scholarship Fundraiser*  
**GOLF SCRAMBLE**

Sign In @ 11AM  
Lunch @ 11:30 AM  
Start @ Noon

**GolfSuites Tulsa  
600 Riverwalk Terrace  
Jenks, OK 74037**

Register by 2/23/2024 to avoid Late Entry Fees  
Contact Nicole Shields-nlshields@GarverUSA.com

# NAWIC TULSA Scholarship Fundraiser Golf Scramble

Friday, March 8, 2024 Sign in @ 11am

# REGISTRATION FORM

Company:	<input type="text"/>	Main Phone:	<input type="text"/>
Contact:	<input type="text"/>	Cell Phone:	<input type="text"/>
Address:	<input type="text"/>	Email:	<input type="text"/>
City, State, Zip	<input type="text"/>	<b>Email Completed Registration Form to nlshields@garverusa.com</b>	

REGISTRATION OPTION	<i>if more than four (4) Attendees, complete additional form.</i>	ATTENDEE NAME
<input type="checkbox"/> \$1,200 - VIP Team of Four	\$ <input type="text"/> 1	<input type="text"/>
<input type="checkbox"/> \$200 - per Standard Solo Player	\$ <input type="text"/>	Email: <input type="text"/>
<input type="checkbox"/> \$800 - Standard Team of Four	\$ <input type="text"/> 2	<input type="text"/>
<input type="checkbox"/> \$75 - Networking Only	\$ <input type="text"/>	Email: <input type="text"/>
<input type="checkbox"/> \$10 - Each Mulligans	\$ <input type="text"/> 3	<input type="text"/>
<b>SPONSORSHIP OPPORTUNITIES</b>		
<input type="checkbox"/> Lunch Sponsor	\$ <input type="text"/> 4	<input type="text"/>
<input type="checkbox"/> Scholarship Donation	\$ <input type="text"/>	Email: <input type="text"/>
<input type="checkbox"/> Prize Sponsor*	\$ <input type="text"/>	Total VIP Golf Players: <input type="text"/>
<input type="checkbox"/> Swag Sponsor*	\$ <input type="text"/>	Total Standard Golf Players: <input type="text"/>
<i>Prize &amp; Swag Sponsor May Donate Items</i> <b>TOTAL : \$</b> <input type="text"/>		Total Networking ONLY Attendees: <input type="text"/>

*NOTE: Lunch Buffet, Tea & Lemonade are included with Registration. Alcoholic beverages are on the individual, except for what is included in the VIP Package.*

*\*Contact Nicole Shields to coordinate delivery of Swag and Prize Items 918.613.9330 nlshields@garverusa.com*

**Three (3) Payment Options:**

Make Checks Payable to  
NAWIC TULSA #76  
PO Box 1558  
Owasso OK 74055

Pay with Credit Card

<https://2024-nawic-golf.cheddarup.com>

Sign Up and Pay with QR Code  
(Fee Charged by CheddarUp)



Check Enclosed:  Check #  Check Amt

Visa  MC  Discover  American Express

Credit Card Name:

CC Number:

Expiration Date:  Security Code:

Billing Address:

City, State, Zip:

Signature:

**CANCELLATION POLICY:**

1. If golf tournament is cancelled entire entry fee will be considered a donation. No refunds will be issued.
2. If player cancels, 48-hour notice is required to receive 50% of entry fee
3. If player is a "no-show", entry fee is non-refundable.



# Plan before you start.

CHECK YOUR PPE.

**NAWIC**  
The National Association of  
**Women in Construction**

Tulsa, OK

## Top 10 OSHA violations by contractors (2021)

- 1. Fall protection - 5,465 violations
- 2. Ladders - 2,096 violations
- 3. Scaffolding - 2,047 violations
- 4. Fall protection training - 1,687 violations
- 5. Eye and face protection - 1,494 violations
- 6. Health and safety - 863 violations
- 7. Head protection - 841 violations
- 8. Excavation safety requirements - 549 violations
- 9. Aerial lifts - 534 violations
- 10. Hazard communication - 531 violations

Head protection



Face & eye protection



Hearing protection



Hand & arm protection



Leg & foot protection



Skin protection



Respiratory protection



Electric shock protection



Visibility clothing



Fall protection

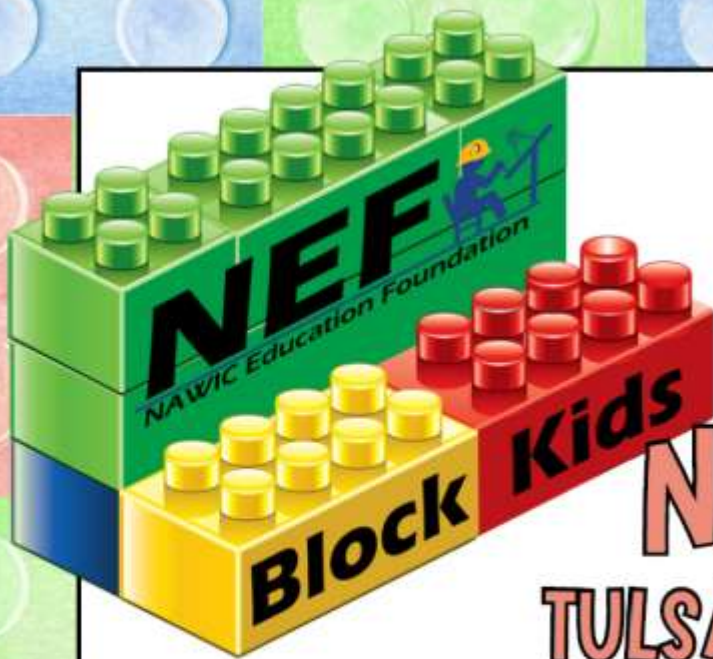




Reopen closed PDFs

Acrobat closed abruptly. You can restore  
PDFs you had open.

No, thanks



# NAWIC TULSA CHAPTER 76

## Sand Springs, OK STEM Schools

Our Chapter sponsored our annual Block Kids Lego Competition a little different this year. We partnered with the Sand Springs School district after school STEM program. We included 4 different schools, Northwoods Fine Arts Academy, Garfield STEAM Academy, Limestone Technology Academy, and Angus Valley Elementary.

At each school, on four different days, 4th and 5th grade students had 45 minutes to use 100 legos, a piece of string, a piece of foil, and a piece of poster board to build anything construction related. They were then asked a series of questions related to their build.

We picked a 1st place, 2nd place and 3rd place winner at each school and then chose an overall winner from the four 1st place winners.

Our Tulsa Chapter 76 Block Kids Competition winner for 2024 is Rae Blivin from Angus Valley Elementary. Rae used all four items to create a car waiting at an electric gate with a keypad, a bridge over a creek, and a house still under construction with a pool. She was very enthusiastic and will move on to the NAWIC Regional competition.

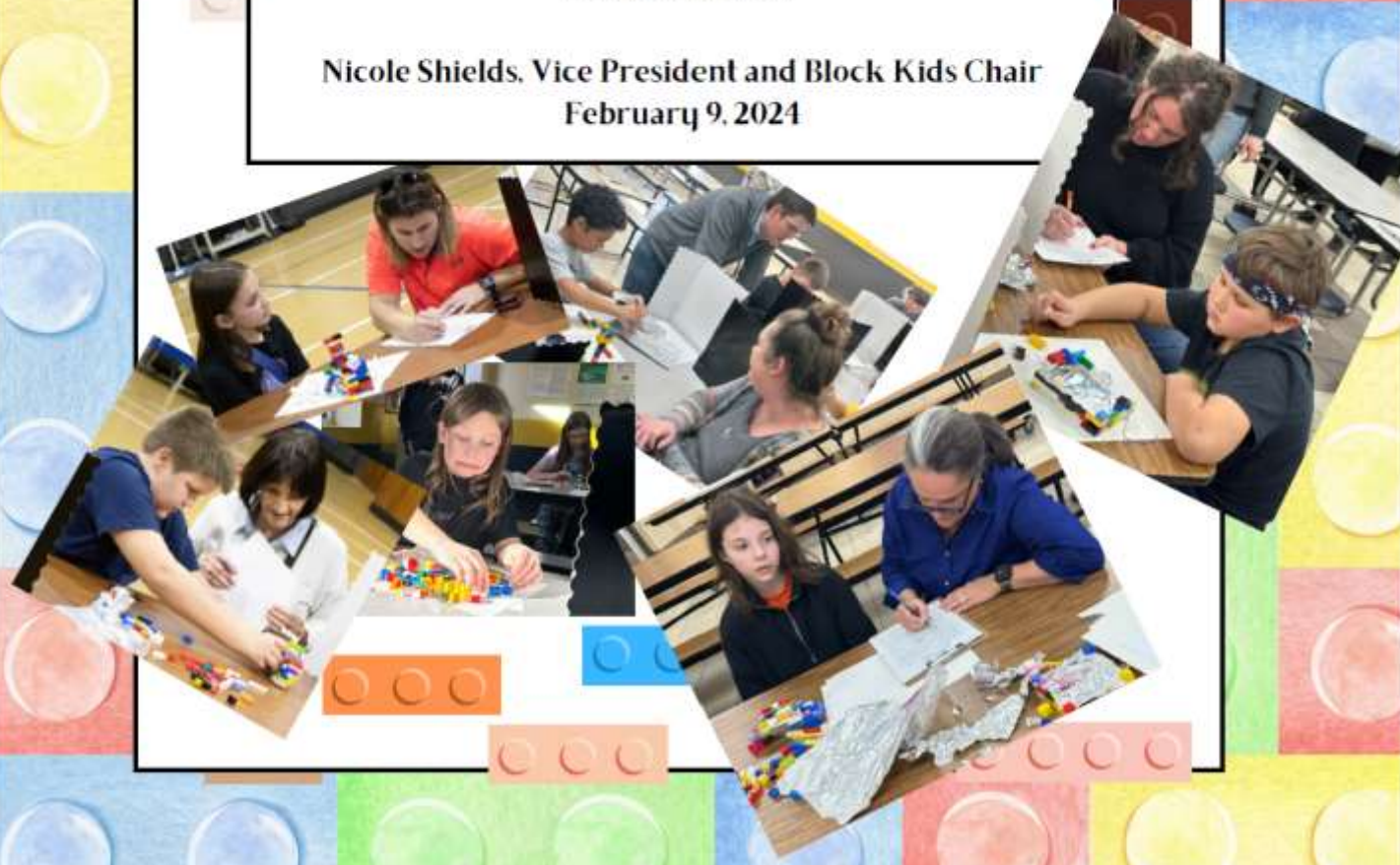






I just want to say a huge **THANK YOU** to all of the volunteers that took time out of their days to help make this event a success.

**Nicole Shields, Vice President and Block Kids Chair**  
February 9, 2024





# Please remember our NAWIC Endowed Scholarship at OSU

whenever you're in a giving mood. The full name of our scholarship is the

## **NAWIC Tulsa Chapter 76 Endowed Scholarship In Honor of Gene Harris Fund.**

On your checks or online donations,  
please note the fund number: 26-75750

On-line donations: <https://osugiving.com/>  
please see the "Give" tab at the top right.

Mailing Address:  
OSU Foundation  
400 S. Monroe, Stillwater, OK 74074

**Your Scholarship Committee thanks you!!**

## NAWIC TULSA CHAPTER 76

### General Membership Meeting – January 2024

The general membership of NAWIC Tulsa Chapter 76 met January 16, 2024 at Uncle Julio's, Tulsa, OK. The meeting was called to order by President Chrissie Humphrey at 6:17 p.m. Members present included: Dana Cookson, Chrissie Humphrey, Julianna Guglielmo, Hannah Humphrey, Paullei Tanner, Marla Carter, Nicole Shields, Jaylee Klempa, Kristi Ostler, Paula Fennell, Joani Kelly, Jennifer Helms, Carrie Gardenhire, Shannon Landreville., Jennifer Cearly, Teressa Snapp, Natasha Sanders, Caitlin Minton. Guests: Lauri Wylie with Becco, Nichole Bryant with New Fire Native and Sali Harfoush with FSB

#### REGULAR ORDER OF BUSINESS:

A Quorum was established.

There was not a flag present for Pledge of Allegiance. The NAWIC Pledge was recited. The Board members present were introduced. The members in attendance all introduced themselves and their guests.

#### PROGRAM:

Chrissie introduced our January program "Meet Your Board Members". All Board Members present introduced themselves to the members and told the members a little bit about themselves including what their position on the Board is, where they are employed and what their job entails.

#### REPORTS FROM OFFICERS:

President – Chrissie Humphrey gave a shout out to tonight's meeting sponsors. Encouraged all members to attend Spring Forum in Corpus Christi as well as National Convention in Houston. Would like to set up a calendar to set out yearly events & sponsorship details.

President Elect – No Report

Vice President – No Report

Recording Secretary – There were NO minutes to approve

Correspondence Report – Kristi Ostler reported that the Mid America bank statement was received

Treasurer – Julianna Guglielmo e-mailed all Treasurer's reports to the board for review and discussion. Report will be filed for audit. Julianna also reported that our taxes have been filed.

#### STANDING COMMITTEE REPORTS:

**Finance/Budget** – No report

**Professional Development & Education (PDE)** – .

**Membership** – Hannah Humphrey reports that our February meeting will be a trivia night in conjunction with CLC on February 22 free of charge to all members. A notice will be going out to membership.

#### SPECIAL COMMITTEE REPORTS:

**Block Kids** – Nicole Shields reports the previously scheduled Block Kids events for this week are cancelled due to weather conditions. The events have been moved to the 22nd and 29th. An e-mail will be sent to all members and volunteers advising of the change.

**Ways and Means** – Nicole Shields reported that the Save The Date for the golf tournament has been sent out. Advised there may be a price increase from last year. Reminded members that she will need items donated for door prizes and swag bags.

**WIC Week** – Hannah Humphrey reported that WIC Week is March 3-9. WIC Week will include a women discussion panel, a membership drive / happy hour, succulent planting, park clean up, Dress For Success event, a community service project, jobsite tour and golf tournament among others. Information will be launched on our social media outlets soon informing all members of all events.

**DE&I** - Jaylee Klempa reported the DEI luncheon was held last week and had 7-8 attendees. Jaylee will be organizing a February event as well and will be getting notices out to members.

**Social** – Hannah Humphrey reported that Industry Appreciation will be 4-16-24 and will be held at Tulsa Country Club

**Safety** –

**Marketing** – Marla Carter reminded members about all of our social platforms we have and that a calendar of events and sponsorships will be included in an upcoming launch.

**Mentoring** – No Report

**Strategic Plan** - No report

**Scholarship** – Kem Maher-Hagadorn – No report.

**Membership Support** - No report.

**Fall Conference** - Marla Carter reported that plans are being finalized for the conference hotel to be Double Tree @ Warren Place. Theme of the conference to be "Claim Your Seat". Sara Fazel is the conference chair and is working on details including budget matters and other ideas and will be sharing updates soon.

#### UNFINISHED BUSINESS:

**NEW BUSINESS:** Chrissy advised membership that she wants to roll-out a "miss you" campaign for all members that did not renew their membership this year.

#### ANNOUNCEMENTS:

**TRANSFER RED ROSE:** There was no transfer of the Red Rose

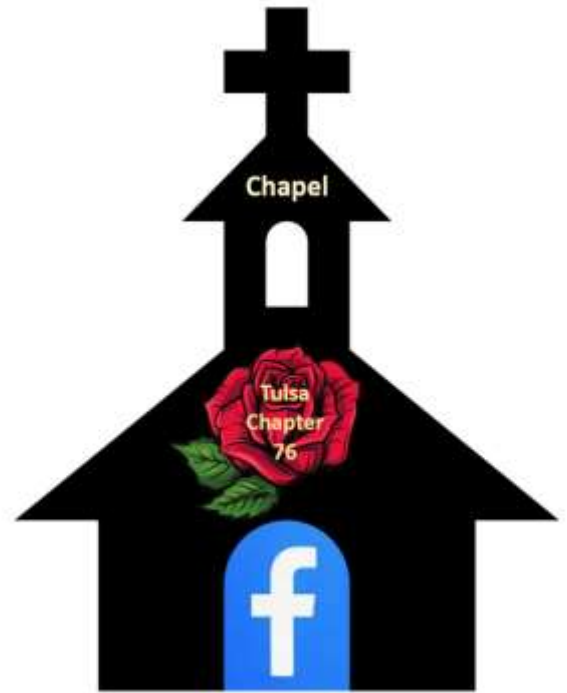
#### ADJOURNMENT:

There being no further business, meeting was adjourned at 7:30 PM..

# NAWIC Tulsa Prayer Chapel

Please know we have  
a prayer chapel on  
Facebook.

It's a private group  
and you may post  
your own prayer  
requests at any time  
or if you'd rather,  
please e-mail me and  
I'll post them for you.



This is open to all members but is strictly  
optional. We would ask that you read  
the pinned post at the top of the page.

If you'd like to join the chapel, simply  
request to be added. If you have any  
issues with that, please contact me.

Thanks,  
Jaylee Klempa  
NAWIC Membership Support





## **NAWIC Meetings/ Dinners/Events Policies**

Just a quick reminder of our Tulsa chapter policies concerning all of dinners and events. Please RSVP by the deadlines. We need confirmed counts for our restaurants ahead of time. If you are bringing guest(s), please supply their name and company.

All guests are paid for by the chapter the first time they visit; as well as new members—your first meeting is on us! After that, meetings/events will be charged unless otherwise indicated.

Per our Guidelines & Traditions para. 12.a. The Treasurer will assume all Active & Corporate Members will attend the monthly meeting and will be billed for said meeting unless they notify the Treasurer that they will not be able to attend said meeting the Friday prior to the meeting (unless otherwise communicated). Even if you cancel at the last minute, we need you to pay.

Our BOD has decided we need to be more vigilant and again start applying this to our monthly meetings starting in March. We run the risk of losing money as a chapter without this policy and we can't afford that.

**Ladies—do you have something to report?  
Exciting News / Your Committee / Awards**

Please let Jaylee Klempa know and she will get it in the Newsletter  
[jklempa@pmgtulsa.com](mailto:jklempa@pmgtulsa.com)



# **CLAIM YOUR SEAT FOR SOUTH CENTRAL REGION FALL CONFERENCE OCTOBER 4-6, 2024**

Join us at SCR's Fall conference, hosted here in Tulsa! With the theme, Claim your Seat, we are planning an immersive event dedicated to encouraging NAWIC ladies to unleash their full potential and seize opportunities! Come explore inspiring keynotes, interactive workshops and dynamic networking sessions that empower you to confidently claim your seat at the forefront of your endeavors. This is your moment – embrace it, own it, and claim your seat!



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**South Central** Region

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Kem Hagadorn has not had the opportunity to pass along the Red Rose.

# NAWIC PLATINUM SPONSORS

**ARCORO**  
TRANSFORMING HR FOR CONSTRUCTION





# NAWIC GOLD SPONSORS





# NAWIC SILVER SPONSORS



# NAWIC BRONZE SPONSORS



# 2023-2024 BOARD/COMMITTEE CONTACT LIST



President  
Finance/Strategic Planning  
**Chrissie Humphrey**  
Email: [chrissiehumphrey@stoutconstruction.net](mailto:chrissiehumphrey@stoutconstruction.net)  
Cell: 918-530-9183



Vice President  
Finance/Block Kids/WIC Week/Ways & Means/  
Marketing/Membership  
**Nicole Shields**  
Email: [nlshields@garverusa.com](mailto:nlshields@garverusa.com)  
Cell: 918-613-9330



Treasurer  
Finance/Safety  
**Julianna Guglielmo**  
Email: [julianna@colburnelect.com](mailto:julianna@colburnelect.com)  
Cell: 918-521-9005



Recording Secretary  
DE&I  
**Lauren Colwell**  
Email: [lauren.colwell@arcoro.com](mailto:lauren.colwell@arcoro.com)  
Cell: 918-378-3496



Corresponding Secretary  
PD&E/Social  
**Kristi Ostler**  
Email: [kostler@rickscottconstruction.com](mailto:kostler@rickscottconstruction.com)  
Cell: 918-260-0044



President Elect  
Finance/Strategic Planning/Block Kids/  
Ways & Means  
**Dana Cookson**  
Email: [accounting@stoutconstruction.net](mailto:accounting@stoutconstruction.net)  
Cell: 918-671-9370



Immediate Past President  
DE&I  
**Jaylee Klempa**  
Email: [jklempa@pmgtulsa.com](mailto:jklempa@pmgtulsa.com)  
Cell: 918-991-9221



Director  
WIC Week/Membership/Strategic Planning/Social  
**Hannah Humphrey**  
Email: [hannahhumphrey@stoutconstruction.net](mailto:hannahhumphrey@stoutconstruction.net)  
Cell: 918-370-4126



Director  
Social Committee  
**Pallei Tanner**  
Email: [pallei.tanner@gmail.com](mailto:pallei.tanner@gmail.com)  
Cell: 405-642-4767



Director  
Block Kids/WIC Week/Marketing/Safety/PD&E/  
Social/Membership/Ways & Means  
**Paula Fennell**  
Email: [pfennell@craftsmenresources.com](mailto:pfennell@craftsmenresources.com)  
Cell: 918-271-1210



Director  
Block Kids/  
**Galina Newsom**  
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## Imposter Syndrome: Why You May Feel Like a Fraud

By Arlin Cuncic, MA | Updated on January 19, 2024

✓ Medically reviewed by Amy Morin, LCSW

Imposter syndrome is the psychological experience of feeling like a fake or a phony despite any genuine success that you have achieved. It can show up in the context of work, relationships, friendships, or just overall. It's a very common and frustrating phenomenon because it holds us back from the self-confidence we've earned and deserve to feel.

You might have imposter syndrome if you find yourself consistently experiencing self-doubt, even in areas where you typically excel. Imposter syndrome may feel like nervousness, accompanied by the belief you'll be "found out" and it may also manifest as negative self-talk. Symptoms of anxiety and depression often accompany imposter syndrome.

Imposter syndrome is not a diagnosable mental illness. Instead, the term is usually narrowly applied to intelligence and achievement, although it also has links to perfectionism and the social context. Psychologists Suzanna Imes and Pauline Rose Clance first used this term in the 1970s.

The irony is, that people with imposter syndrome are often highly accomplished, impressive individuals. On the outside, there is no apparent reason for them to feel like an imposter, and yet they still do. This is what makes it such a challenging psychological phenomenon that needs to be unpacked.

"Not only can imposter syndrome affect your internal feelings about your work or self-worth, but it can also actually affect the way you approach projects, relationships, or any other areas in which you are feeling insecure," explains Hannah Owens, LMSW. "This



essentially creates a self-fulfilling prophecy, which is what makes it so insidious and necessary to address when it arises."

## Press Play for Advice On Combatting Imposter Syndrome

Hosted by therapist Amy Morin, LCSW, this episode of The Verywell Mind Podcast shares a science-backed way to beat imposter syndrome. Click below to listen now.

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# The Five Types of Imposter Syndrome

Based on research by Dr. Valerie Young, an expert on impostor syndrome and co-founder of the Impostor Syndrome Institute, imposter syndrome can be broken down into five basic types:

## The Five Types of Impostor Syndrome

According to researcher Dr. Valerie Young, there are five impostor types:

1. **The Perfectionist.** This type of imposter syndrome involves believing that, unless you were absolutely perfect, you could have done better. You feel like an imposter because your perfectionistic traits make you believe that you're not as good as others might think you are.
2. **The Expert.** The expert feels like an imposter because they don't know everything there is to know about a particular subject or topic, or they haven't mastered every step in a process. Because there is more for them to learn, they don't feel as if they've reached the rank of "expert."
3. **The Natural Genius.** In this imposter syndrome type, you may feel like a fraud simply because you don't believe that you are naturally intelligent or competent. If you don't get something right the first time around or it takes you longer to master a skill, you feel like an imposter.
4. **The Soloist.** It's also possible to feel like an imposter if you had to ask for help to reach a certain level or status. Since you couldn't get there on your own, you question your competence or abilities.
5. **The Superperson.** This type of imposter syndrome involves believing that you must be the hardest worker or reach the highest levels of achievement possible

and, if you don't, you are a fraud.

## How Do I Know If I Have Imposter Syndrome?

Originally, the concept of imposter syndrome was thought to apply mostly to high-achieving women. Since then, it has been recognized as a more widely experienced phenomenon. Imposter syndrome can affect anyone—no matter their social status, work background, skill level, or degree of expertise.

While impostor syndrome is not a recognized mental health disorder in the Diagnostic and Statistical Manual of Mental Disorders (DSM-5-TR), it is fairly common. It is estimated that 70% of people will experience at least one episode of this phenomenon at some point in their lives.

If you wonder whether you might have imposter syndrome, ask yourself the following questions:

- Do you agonize over even the smallest mistakes or flaws in your work?
- Do you attribute your success to luck or outside factors?
- Are you sensitive to even constructive criticism?
- Do you feel like you will inevitably be found out as a phony?
- Do you downplay your own expertise, even in areas where you are genuinely more skilled than others?

If you often find yourself feeling like you are a fraud or an imposter, it may be helpful to talk to a therapist. The negative thinking, self-doubt, and self-sabotage that often characterize imposter syndrome can affect many areas of your life.

## What Does Imposter Syndrome Feel Like?

Some common characteristics of imposter syndrome include:

- An inability to realistically assess your competence and skills
- Attributing your success to external factors
- Berating your performance
- Fear that you won't live up to expectations

- Overachieving
- Sabotaging your own success
- Self-doubt
- Setting very challenging goals and feeling disappointed when you fall short

## Impact of Imposter Syndrome

For some people, impostor syndrome can fuel motivation to achieve, but this usually comes at the cost of experiencing constant anxiety. You might over-prepare or work much harder than necessary, for instance, to "make sure" nobody finds out you are a fraud. Eventually, anxiety worsens and may lead to depression.

This sets up a vicious cycle, in which you think that the only reason you survived that class presentation was that you stayed up all night rehearsing. Or you think the only reason you got through that party or family gathering was that you memorized details about all the guests so you would always have ideas for small talk.

The problem with impostor syndrome is that the experience of doing well at something does nothing to change your beliefs. The thought still nags in your head, "What gives me the right to be here?" The more you accomplish, the more you just feel like a fraud. It's as though you can't *internalize* your experiences of success.

This makes sense in terms of social anxiety if you received early feedback that you were not good in social or performance situations. Your core beliefs about yourself are so strong that they don't change, even when there is evidence to the contrary. The thought process is that if you do well, it must be the result of luck.

People who experience impostor syndrome tend not to talk about how they are feeling with anyone and struggle in silence, just like those with social anxiety disorder.

"Because imposter syndrome eats at you from the inside out, often with no outward signs of struggle, this makes it all the more important to recognize what's going on and take steps to address these feelings," advises Owens. "Otherwise, your feeling of incompetence may prevent you from, say, pursuing a professional goal that might actually be right for you, which could lead to more regret and negative self-talk."

# Some Real Life Examples

To better understand what imposter syndrome is, it might be helpful to see what it looks like in everyday life. Here are a few examples of what it's like to experience imposter syndrome:

- You've been working in a certain role for a couple of months, yet when people call you by your formal title, you feel like a fraud because you haven't mastered that position.
- You've started your own business; however, you don't like to promote yourself because you don't have the same level of experience or expertise as others in your field, making you feel like a fraud.
- You've been nominated for an award, but you feel like an imposter at the recognition ceremony because you don't feel that your achievements are good enough to warrant the nomination.

## What Causes It?

In the earliest studies, researchers found that imposter syndrome was connected to factors including early family dynamics and gender stereotypes. Subsequent research has shown, however, that the phenomenon occurs in people of all backgrounds, ages, and genders.

### Family Upbringing

Research suggests that upbringing and family dynamics can play an important role in imposter syndrome. Specifically, parenting styles characterized by being controlling or overprotective may contribute to the development of imposter syndrome in children.

For example, you might have come from a family that highly valued achievement. Or you may have had parents who flipped back and forth between offering praise and being critical.

Studies also suggest that people who come from families that experienced high levels of conflict with low amounts of support may be more likely to experience imposter syndrome.

### New Work or School Opportunities



We also know that entering a new role can trigger impostor syndrome. For example, starting college might leave you feeling as though you don't belong and are not capable. You may also experience the same feelings when starting a new position at work.

Imposter syndrome appears to be more common when people are going through transitions and trying new things. The pressure to achieve and succeed, combined with a lack of experience, can trigger feelings of inadequacy in these new roles and settings.

## Personality

Certain personality traits have also been linked to a higher risk of experiencing imposter syndrome. Some traits or characteristics that might play a role include:

- **Low self-efficacy:** Self-efficacy refers to your belief in your ability to succeed in any given situation.
- **Perfectionism:** Perfectionism plays a significant role in imposter syndrome. You might think that there is some perfect "script" for conversations and that you cannot say the wrong thing. You may also have trouble asking for help from others and procrastinate due to your own high standards.
- **Neuroticism:** Neuroticism is one of the big five personality dimensions that is linked to higher levels of anxiety, insecurity, tension, and guilt.

## Social Anxiety

Impostor syndrome and social anxiety may overlap. A person with social anxiety disorder may feel as though they don't belong in social or performance situations, for instance.

You might be in a conversation with someone and feel as though they are going to discover your social incompetence. Or you may be delivering a presentation and feel as though you just need to get through it before anyone realizes you really don't belong there.

While the symptoms of social anxiety can fuel imposter syndrome, this does not mean that everyone who experiences imposter syndrome has social anxiety or vice versa. People without social anxiety can also feel a lack of confidence and competence. Impostor syndrome often causes normally non-anxious people to experience a sense of anxiety when they are in situations where they feel inadequate.

## Impostor Syndrome vs. Discrimination

Feeling like an outsider isn't necessarily a result of imposter syndrome. In some cases, it can occur due to actual discrimination or exclusion due to systemic bias. With imposter syndrome, the feeling of being an outsider is caused by internal beliefs. With discrimination, the feeling is caused by the actions of others.

## Coping With Imposter Syndrome

To get past impostor syndrome, it helps to start asking yourself some hard questions. Here are a few to consider:

- What core beliefs do I hold about myself?
- Do I believe I am worthy of love as I am?
- Must I be perfect for others to approve of me?

### Get Help Now

We've tried, tested, and written unbiased reviews of the best online therapy programs including Talkspace, BetterHelp, and ReGain. Find out which option is the best for you.

To move past these feelings, you need to become comfortable confronting some of the deeply ingrained beliefs you hold about yourself. This exercise can be hard because you might not even realize that you hold them, but here are some techniques you can use:

- **Share your feelings.** Talk to other people about how you are feeling. Irrational beliefs tend to fester when they are hidden and not talked about.
- **Focus on others.** While this might feel counterintuitive, try to help others in the same situation as you. If you see someone who seems awkward or alone, ask them a question to bring them into the group. As you practice your skills, you will build confidence in your own abilities.
- **Assess your abilities.** If you have long-held beliefs about your incompetence in social and performance situations, make a realistic assessment of your abilities. Write down your accomplishments and what you are good at, then compare these with your self-assessment.
- **Take baby steps.** Don't focus on doing things perfectly, but rather, do things reasonably well and reward yourself for taking action. For example, in a group conversation, offer an opinion or share a story about yourself.

- **Question your thoughts.** As you start to assess your abilities and take baby steps, question whether your thoughts are rational. Does it make sense to believe that you are a fraud given everything that you know?
- **Stop comparing.** Every time you compare yourself to others in a social situation, you will find some fault with yourself that fuels the feeling of not being good enough or not belonging. Instead, during conversations, focus on listening to what the other person is saying. Be genuinely interested in learning more.
- **Use social media moderately.** We know that the overuse of social media may be related to feelings of inferiority. If you try to portray an image on social media that doesn't match who you really are or that is impossible to achieve, it will only make your feelings of being a fraud worse.
- **Stop fighting your feelings.** Don't fight the feelings of not belonging. Instead, try to lean into them and accept them. It's only when you acknowledge these feelings that you can start to unravel the core beliefs that are holding you back.
- **Refuse to let it hold you back.** No matter how much you feel like you are a fraud or that you don't belong, don't let that stop you from pursuing your goals. Keep going and refuse to be stopped.

"Naming the fear can knock the wind out of it," says Owens. "Because these are internal beliefs that don't have anything to do with actual performance or abilities, most people would be surprised to learn who among them is dealing with imposter syndrome. Receiving good feedback from your peers or talking to a mental health professional about your feelings can be important and effective ways to put things in perspective."

Remember that if you are feeling like an impostor, it means you have some degree of success in your life that you are attributing to luck. Try instead to turn that feeling into one of gratitude. Look at what you have accomplished in your life and be grateful for your achievements.

Don't be held back by your fear of being found out. Instead, lean into that feeling and get to its roots. Let your guard down and allow others to see the real you. If you've done all these things and still feel like an impostor, which is holding you back, a mental health professional can help you learn how to overcome these feelings.

If you or a loved one are struggling with mental health, contact the Substance Abuse and Mental Health Services Administration (SAMHSA) National Helpline at 1-800-662-4357 for information on support and treatment facilities in your area.

For more mental health resources, see our National Helpline Database.

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Verywell Mind uses only high-quality sources, including peer-reviewed studies, to support the facts within our articles. Read our editorial process to learn more about how we fact-check and keep our content accurate, reliable, and trustworthy.

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