



# WOMEN AND MEN IN THE WORKPLACE

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<http://www.youtube.com/watch?v=DxZ3A9giylo>

## MAD MEN



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## ***WHY SO SLOW?***

***The Advancement of Women***

**By Virginia Valian**

- Why do so few women occupy positions of power and prestige?



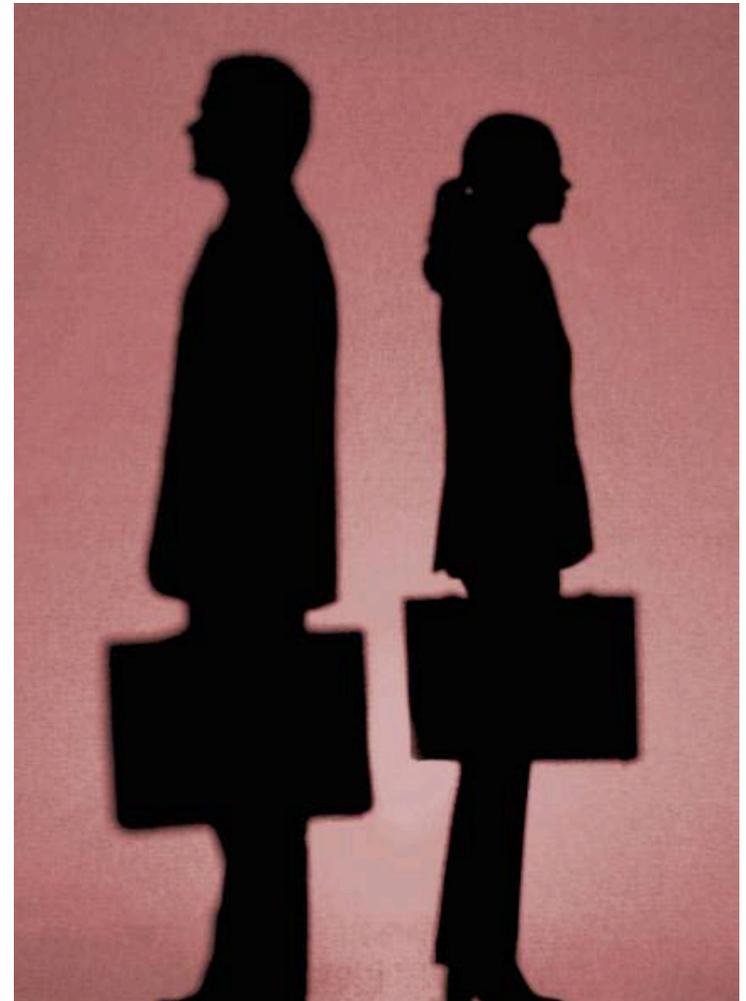
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Men and women alike have implicit hypotheses about gender differences - gender schemas - that create small sex differences in characteristics, behaviors, perceptions, and evaluations of men and women.



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- Those small imbalances accumulate to advantage men and disadvantage women. The most important consequence of gender schemas for professional life is that men tend to be overrated and women underrated.



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## THINK YOU'RE AWESOME!

- “Men attribute their success to themselves and women attribute it to other external factors.”

Facebook COO

Sheryl Sandberg



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- *In my view, the main reason for the uneven management sex ratio is our inability to discern between confidence and competence. That is, because we (people in general) commonly misinterpret displays of confidence as a sign of competence, we are fooled into believing that men are better leaders than women. In other words, when it comes to leadership, the only advantage that men have over women (e.g., from Argentina to Norway and the USA to Japan) is the fact that manifestations of hubris — often masked as charisma or charm — are commonly mistaken for leadership potential, and that these occur much more frequently in men than in women.*
- Tomas Chamorro-Premuzic

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## **DON'T BE AFRAID TO ASK**

- In their book, *Women Don't Ask* (2003), Linda Babcock and Sara Laschever remark that while 57 percent of male Carnegie Mellon graduate business students negotiate their starting salaries, only 7 percent of women do so – resulting in male starting salaries 7.6 percent higher than those attained by women.



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## **DON'T MINIMIZE YOURSELF**

In her book, *Knowing Your Value: Women, Money, And Getting What You're Worth*, Mika Brzezinski writes a list of some of the common and disastrous opening lines women employ in negotiations:

"I'm sorry,"

"I know you're busy...,"

"I don't know if this is possible...,"

"I hate to do this...,"

"I'm sorry if the timing is bad."



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## **WORK AS HARD ON NETWORKING AS YOU DO ON WORK**

Dr. Lois Frankel, psychologist and author of “Nice Girls Don’t Get The Corner Office” writes that women should stop working so hard and take some time for business relationship building.



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## DON'T APOLOGIZE FOR WHO YOU ARE

- Hanna Rosin wrote in her *Atlantic* article, "The End Of Men" that stereotypical feminine qualities -- "women as more empathetic, as better consensus-seekers and better lateral thinkers; women as bringing a superior moral sensibility to bear on a cutthroat business world" -- are being shown more and more to have a wildly positive effect on the workplace.



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## **DON'T TAKE THINGS PERSONALLY**

- Give the benefit of the doubt
- Refocus your attention
- You don't need others approval
- Don't hold a grudge
- Beware of collusion
- Be direct and control your emotions
- Agree to disagree



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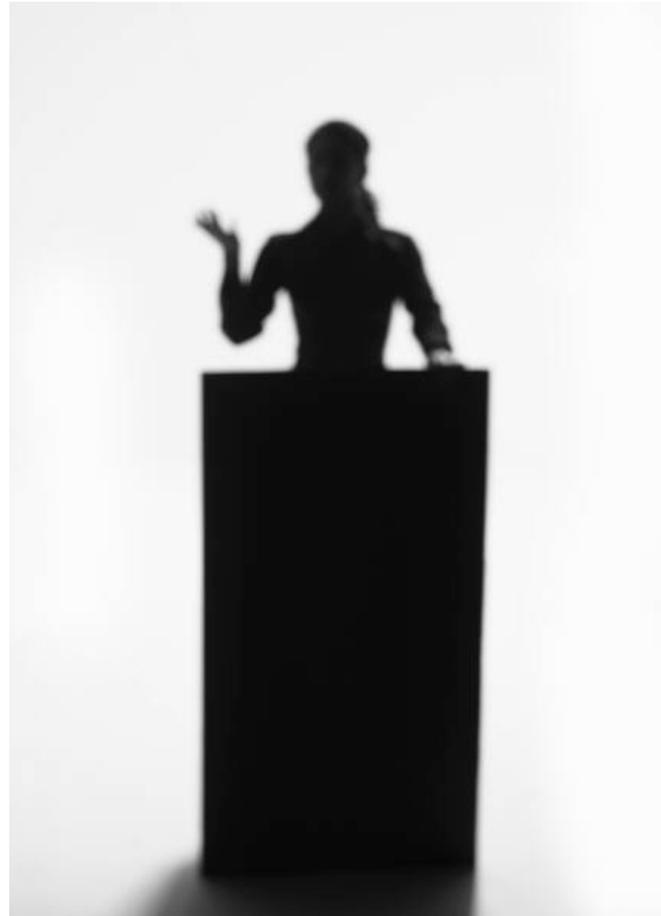
## FIND A CHAMPION/MENTOR

- Alert you to career possibilities
- Help teach you skills for your job
- Provide networking opportunities
- Help you deal with political issues
- Role model leadership skills
- Advocate for you



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**EMULATE LEADERS YOU RESPECT**



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## Lift As You Climb

- Support other women in the workplace
- Help others rise
- Be a mentor
- Speak well of others

EACH ONE TEACH ONE



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## MAKE SURE YOU'RE VISIBLE

Women believe that they will be rewarded for doing a good job. **Not!** Volunteer to make a presentation, post on Facebook/LinkedIn about recent accomplishments,

network with company influencers, and let key people know about your successes. Promote yourself!!

