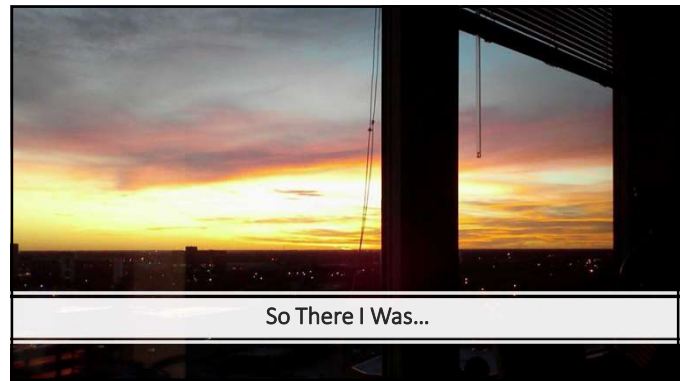
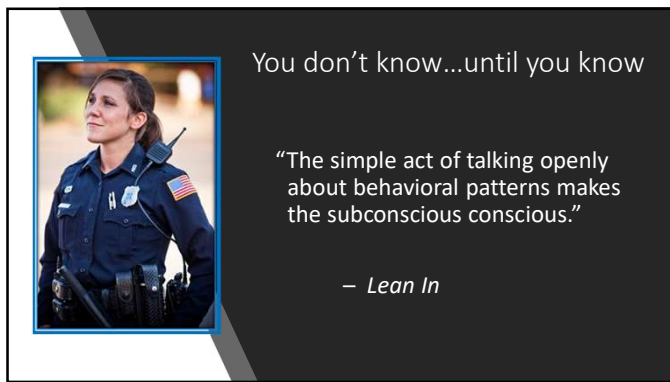




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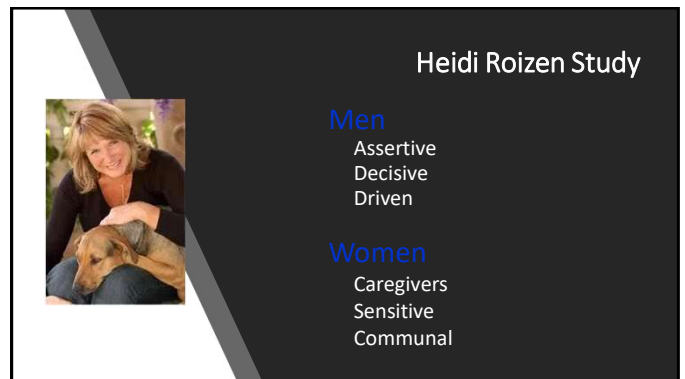
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## Success & Likeability

 Positively correlated for men  
 Negatively correlated for women

7

## Googled “Angry Male Leader”



Angry Female CEO Firing Incompetent...  
Angry Caucasian Female Executive Dr...  
Male Leader Looks Angry While Shouting...  
Angry boss scolding scared female...  
Front View Angry Male Worker Sittin...  
Stressed Angry Businesswoman Arg...

8



Looks Angry While Shouting At...  
Real Male Leaders Are Pissed - The...  
Front View Angry Male Worker Sittin...  
Male Company Leader Scolding Female...  
Ask when dealing with an angry employee...  
Personnel Leader - Leaders Press...  
Angry Boss Criticizing Scolding Dad...  
Angry business leader | Free Photo...  
Female Leader Meditating Ignor...  
Stressed Angry Image & Photo...  
Leadership in the Movie...  
Angry Caucasian Female Image...  
Angry Female CEO Firing Incompet...

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Recognize,  
Label  
&  
Overcome  
**The**  
**“Shortcuts”**

Start Playing Big

10

## What I Am NOT Trying To Do!



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## Are These Male or Female Traits?

• Initiative	• Empathetic
• Assertive	• Detailed oriented
• Tenacity	• Humble
• Flexible	• Selfless
• Creative	• Passionate
• Caring & Compassionate	• Team builder
• Confident	• Decisive
• Communicator	• Organized
	• Ambitious

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## Leadership Traits

- Initiative
- Assertive
- Tenacity
- Flexible
- Creative
- Caring & Compassionate
- Confident
- Communicator
- Empathetic
- Detailed oriented
- Humble
- Selfless
- Passionate
- Team builder
- Decisive
- Organized
- Ambitious

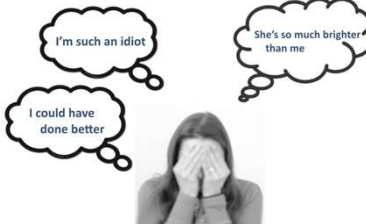
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### Internal Hurdles

- These hurdles do not apply to all women
- Some men have issues with these too
- Statistically more women than men have issues with these hurdles

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## Inner Critic

### Solutions

- Name it to tame it
- As a supervisor, don't argue with your employee's inner critic.
  - Introduce them to the concept of the inner critic
  - Teach them how to manage it

15

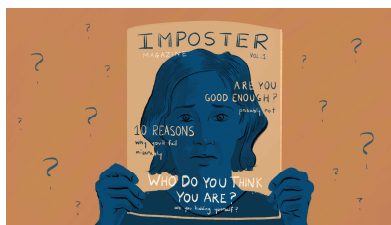
## Self-Talk

Be your own best friend!

You will never speak to anyone more than you speak to yourself in your head. Be kind to yourself.

PeacefulMindPeacefulLife.org

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## Imposter Syndrome

...an inability to internalize your accomplishments and a persistent fear of being exposed as a "fraud".

### Solutions

- Understand a lot of people feel this way.
- Realize and own what you have achieved.
- Don't attribute your successes to luck.
- Recognize you can't know and be everything.
- Learn to pat yourself on the back.
- Supervisors: Encourage – be specific & educate
- "You deserve to be where you are because..."

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**IF YOU WERE ABLE TO BELIEVE IN SANTA CLAUS FOR LIKE 8 YEARS, YOU CAN BELIEVE IN YOURSELF FOR LIKE 5 MINUTES.**

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## Softening Speech

"Just"  
 "Actually"  
 Using qualifiers  
 Asking, "Does that make sense?"  
 Apologizing



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## Body Language

- Open postures
- Power Posing
  - Increase testosterone
  - Decrease cortisol
- Practice body language



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## Sit at the Table

### Seize Opportunities

Sit at the table  
 Speak up

Supervisors: Invite women and minorities to sit at the table



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## Job Qualifications

- An internal report at Hewlett-Packard revealed:
- Women only apply for open jobs if they think they meet 100% of the criteria listed.
  - Men apply if they think they meet 60% of the requirements.
  - Women need to shift from thinking "I'm not ready to do that" to thinking "I want to do that and I'll learn by doing it."
  - **Supervisors:** Make sure job requirements are real!
  - **Women:** Apply

The McKinsey Quarterly  
 September 2008



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Who volunteers to:

- Clean the breakroom microwave?
- Plan the birthday parties?
- Clean up after the birthday parties?

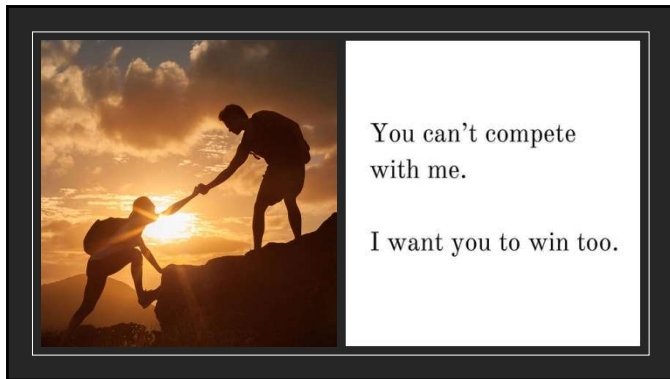
• Study

- Women were asked by the manager to volunteer 44% more than men
- Gender of the manager didn't matter
- A request to volunteer was accepted by men 51% of the time and by women 76% of the time

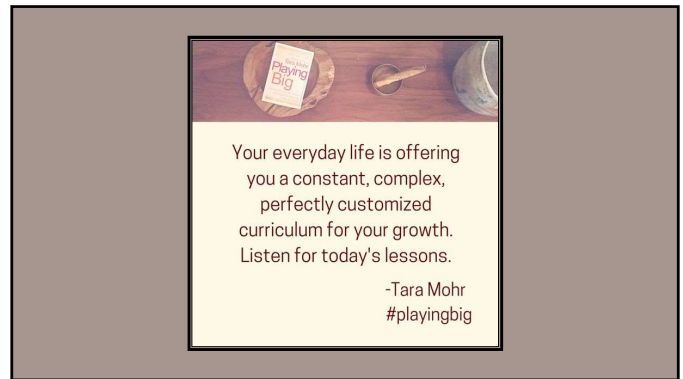
Volunteering for  
 Non-Promotable Tasks

Harvard Business Review - July 2018

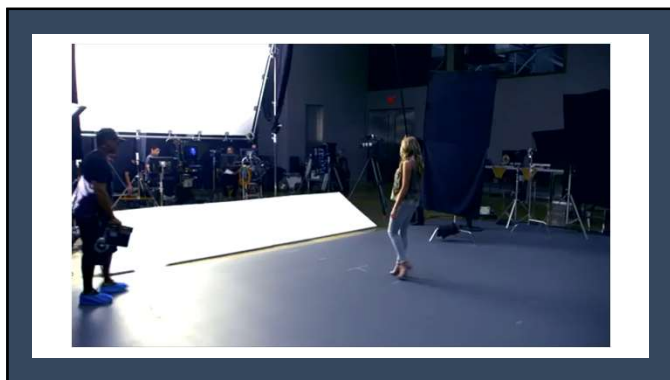
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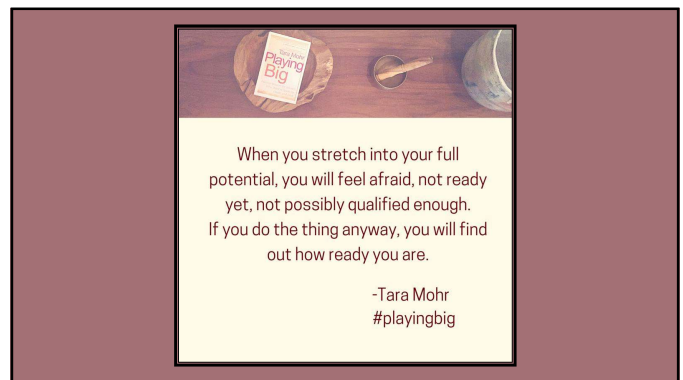
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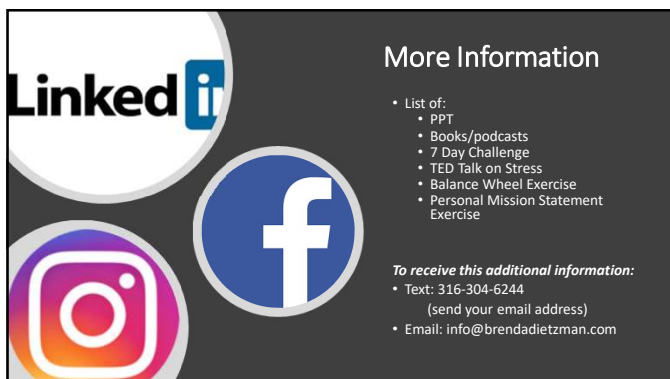
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