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Community

Career Myths and Realities for Women

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Pearls of Wisdom
30th Anniversary Conference



Career Myths

Discussion:

- Think about your own experience.
- Think about the experience of other women you know.
- What are some of the beliefs you had about working, that you have discovered to be untrue?

**Myth = a widely held,
but untrue belief**

Tall Tale

Legend

Cock & Bull Story



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Top 5 Career Myths

- Women can expect to be compensated fairly and rewarded for their contributions in the workplace.
- Women's skills and experience matter more than their communication style and appearance.
- If women are assertive and drive for results, it will benefit their career.
- Advancement for women is only dependent on performing well.
- Men and women believe in equality for women.

Myth = a widely held,
but untrue belief



Global survey, focus groups and interviews
200+ women
January – March, 2018



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I expect to be compensated fairly and rewarded for my contribution.

- Women entrepreneurs pay themselves 29% less than their male entrepreneur counterparts.
- The paradox of satisfaction vs. value.
- Motivated by a sense of purpose and the desire to have a positive impact on others.
- Less likely to receive challenging assignments that often lead to pay raises.
- More likely to choose college majors that segregate them into lower paying careers.
- More likely to take a break from a career.

***“It is not fair to ask
of others what you
are not willing to
do yourself.”***

– Eleanor Roosevelt



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Success Strategies

- Know the value of my work.
- ALWAYS negotiate.
- Examine your own choices.

Rating Scale of 1 -5
1 = Strongly Disagree
5 = Strongly Agree



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My Skills & Experience Matter More Than My Communication Style & Appearance.

- Americans rate physical attractiveness as the most valuable trait for women.
- Bossy, Pushy, Threatening, Controlling
- Too Soft, Indecisive, Incompetent
- “Just” “Sorry”
- Less like to Interrupt

“Never bend your head. Always hold it high. Look the world straight in the eye.”
- Helen Keller



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Success Strategies

- Have a personal presence or brand.
- Dress the part.
- Balanced communication style.
- Flex your style to fit the situation.

Rating Scale of 1 -5
1 = Strongly Disagree
5 = Strongly Agree



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If I am assertive and drive for results it will benefit my career.

- 58% of women say they downplay their personalities to be accepted.
- Managing relationships up, down, and across is critical.
- Assertiveness and ladylike can co-exist.
- Repercussions for self promotion, claiming responsibility or completion.
- Criticism for advancing career.

“My mother told me to be a lady. And for her, that meant to be your own person, be independent.”
– Ruth Bader Ginsburg



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MACMILLAN DICTIONARY

career woman - definition and synonyms



NOUN [COUNTABLE]  Pronunciation  Word Forms

a woman who is more interested in her career than in being married and having children. People who use this word often think this is a bad thing.

 Synonyms and related words



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Success Strategies

- Self – confidence.
- Build relationships.
- Balance results and relationships.
- Communicate strategically.
- Find the right fit.

Rating Scale of 1 -5
1 = Strongly Disagree
5 = Strongly Agree



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Advancement is only dependent on performing well.

- Women outperform men in initiative, communication, innovation, openness, sociability, supportiveness, and goal setting.
- Women hold 10% of executive positions.
- Women set tougher goals but may let them slide.
- The missing piece may be coaching related to business and strategic direction.

“I never realized until lately that women are supposed to be the inferior sex.”
– Katherine Hepburn



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Success Strategies

- Go for it. Apply for a job you can learn.
- Develop a supportive business network.
- Take on challenging business assignments.
- Wait for the right opportunity.
- Seize it.

Rating Scale of 1 -5
1 = Strongly Disagree
5 = Strongly Agree



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Men and women believe in equality for women.

- Daily small biases multiply.
- Internalized beliefs impact the ability to hold powerful positions.
- The state in which a women is born impacts her financial outcomes.

"The history of the past is but one long struggle upward for equality."
- Elizabeth Cady Stanton



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Fresh
Smelly
Crisp
Spoiled
Sour
Tasty



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Emotional
Assertive
Strong
Caring
Sensitive
Leader



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Success Strategies

- Self-awareness.
- Approach decisions with a clear criteria and fairness.
- Diverse teams add perspective.

Rating Scale of 1 -5
1 = Strongly Disagree
5 = Strongly Agree



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Myers Briggs

60% of women have the Feeling preference. Feeling types are less likely to score well on critical thinking assessments such as evaluating arguments and drawing conclusions.

Discuss:

- Your experience using the MBTI.
- The women and men you coach.
- How can the MBTI help in overcoming the career myths?

Success Strategy Themes

Self - Awareness
Negotiation
Communication
Presence
Decision Making
Assertiveness
Relationships



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More Information

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Book *Breakthrough:
Overcoming Career Myths*



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Thank you

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