

The Art of Being Heard and Respected

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A few facts...

In 2011:

- Women earned \$0.81 to a man's dollar
- 12 women CEOs in Fortune 500
- 7.5% of top earners in Fortune 500
- Less than 1 in 6 are board members

Ground Rules

Facts are Facts

**Today's Focus:
How WE can close the gap!**

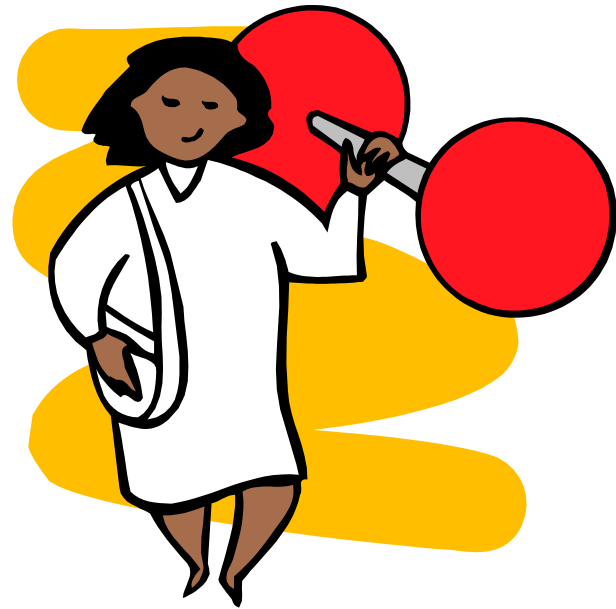


Today's session

- Too much of a good thing: strengths taken to the extreme
 - Based on my own personal experience, informal research, literature review
- Strategies

Our strengths...

- Responsible
- Achievement oriented
- Relationship focused
- Communicative
- Collaborative
- Empathic
- Nurturing
- Intuitive



...taken to the extreme

1. Apologizing

...taken to the extreme

1. Apologizing
2. Superwoman



...taken to the extreme

1. Apologizing
2. Superwoman
3. Too much information



...taken to the extreme

1. Apologizing
2. Superwoman
3. Too much information
4. Emotional response
 - Crying
 - Taking things personally

...taken to the extreme

1. Apologizing
2. Superwoman
3. Too much information
4. Emotional response
5. Getting “wound-up”



...taken to the extreme

1. Apologizing
2. Superwoman
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6. Focus on the “irrelevant”

...taken to the extreme

1. Apologizing
2. Superwoman
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6. Focus on the “irrelevant”
7. Taking the hard line

...taken to the extreme

1. Apologizing
2. Superwoman
3. Too much information
4. Emotional response
5. Getting “wound-up”
6. Focus on the “irrelevant”
7. Taking the hard line
8. Taking the soft line

Some more....

9. Inappropriate dress



Some more.....

9. Inappropriate dress

10. Helpless or flirty female

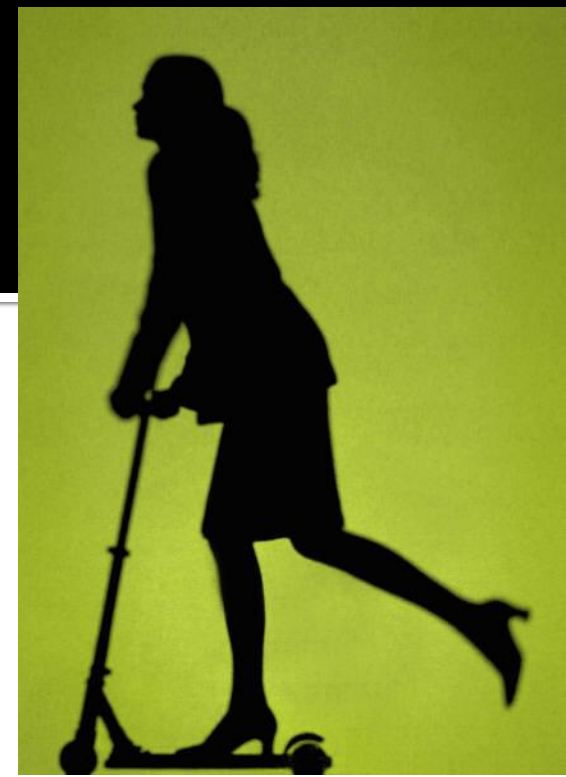
Some more....

- 9. Inappropriate dress
- 10. Helpless or flirty female
- 11. Weak or overpowering handshake



Remember!

- Celebrate your strengths
- Keep your integrity
- Find the right environment for you
- Talk with trusted peers
- Maintain perspective on work life and...
be ok with a balance



Questions?



Thank you!

