

3 Resources To Help Women In Male-Dominated Fields Avoid Common Mistakes



Find out the “3 Mistakes that Women in Male-Dominated Career Fields Make that Can Cost Big-Time” and how to overcome them.

October 21st - 12PM EST





PLAN Your Promotion

Promotion Goal:

Manager/Boss initial meeting date: _____

Communicate your goal and how it fits into the larger picture of the organization - help them understand your “why” goes beyond you.

Specific objectives required to reach your promotional goal - repeat back for clarity “what I’m hearing you say is.....1. 2. 3. etc.

Agree on a reasonable date range to complete all objectives _____

Set a check-in midway meeting date _____ (this may be a good time to identify a successor or two for your role. If not, find a time/way to communicate it)

Objectives complete meeting date with boss/manager _____ (should fall within or shortly after attainable date range)

During this meeting: Communicate objectives met (with detail and examples) and add ADDITIONAL accomplishments

Discuss expected promotion date _____

Negotiate your salary!

<https://melissachannon.com/>



EQUALIZE the Work at home

- Each of you make a list of all the responsibilities required to run your home (and family if applicable)
- Set the scene - Choose a nice quiet place with plenty of time (We went out to dinner)
- Take turns claiming a responsibility that you enjoy or don't mind doing - Cross those out or make a separate list so you have a clear idea of what remains
- Look at what's left and divide up by strengths or accessibility - For example, I don't like to cook but - I work mostly from home so it makes sense that I would take responsibility for starting dinner - My trade-off - I delegated the meal planning, So I only have to execute
- Revisit this list every 90 days - it's a great excuse for a night out
 - Do things need to be added?
 - Does anything need to be switched?
 - Is there anything that could be automated such as paying bills or grocery delivery?
 - Seasonal check in - add holidays, birthdays and vacation planning

Get the **RIGHT** Feedback

- Don't wait- annual reviews are not frequent enough
- Ask for specific actionable steps with examples - Researchers of benevolent sexism (shielding women from difficult information) find women are more likely to receive vague feedback
- Don't settle for comments like “soften up” or “you're too abrasive” - these comments feed the gender stereotype that women should be soft and nurturing
- Make sure it's not contradictory - for example “You need to be tougher and hold people more accountable” AND “Don't set expectations so high for your DR's” or “You need to be more decisive” AND “Be more collaborative with your teammates”
- You lead the conversation. Know what you want before you go in. Ask open-ended questions and don't be afraid to push for clarity or examples. Such as, I didn't realize I was _____ Can you give me an example of when you observed me _____?
- Have an intimate community of 4-5 people who you know will be honest with you. This will help you differentiate what feedback you should act on and what you should disregard