

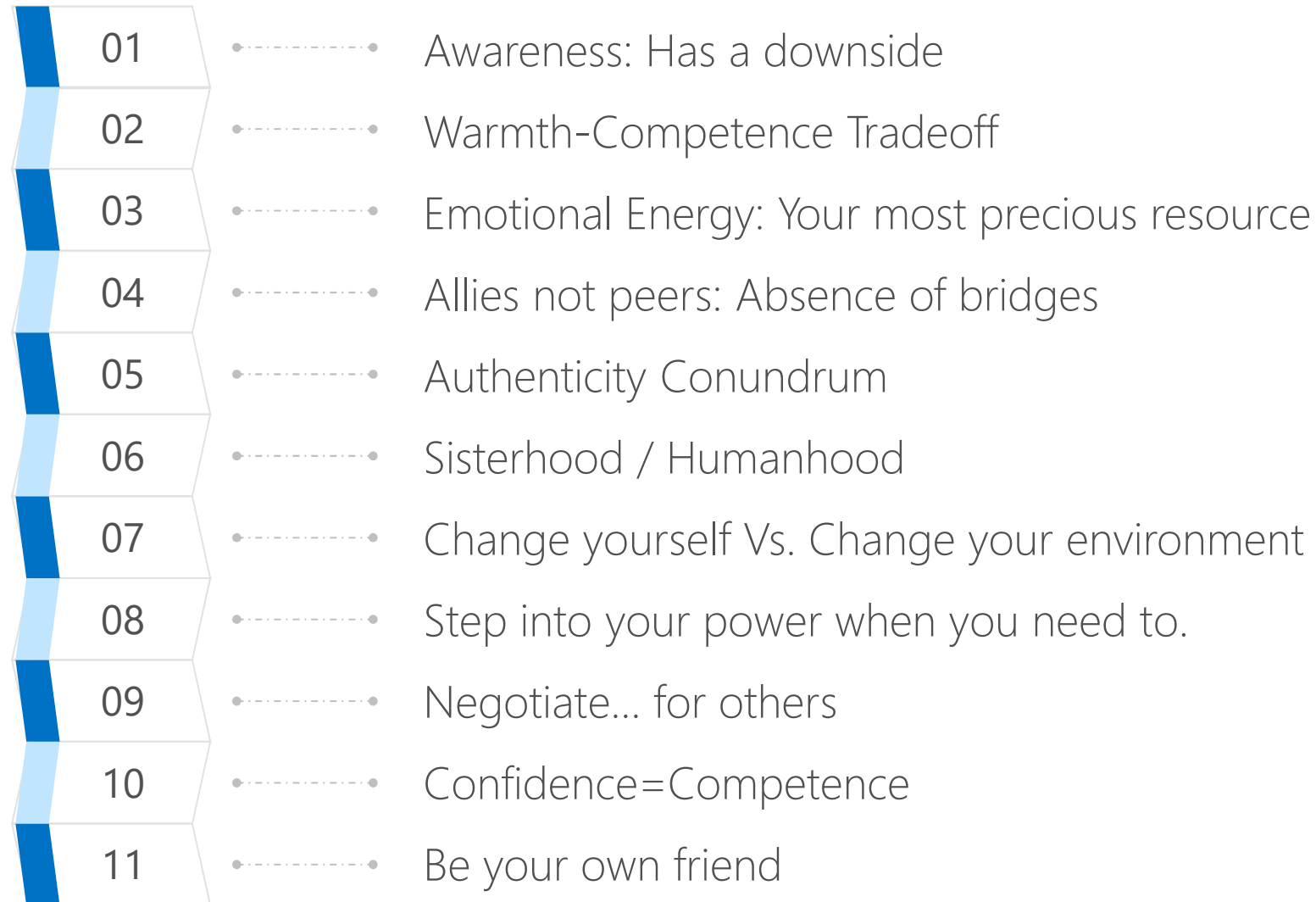


Being a Businesswoman

11 things that I learned

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November 2017

11 things I learned!

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- 01 Awareness: Has a downside
 - 02 Warmth-Competence Tradeoff
 - 03 Emotional Energy: Your most precious resource
 - 04 Allies not peers: Absence of bridges
 - 05 Authenticity Conundrum
 - 06 Sisterhood / Humanhood
 - 07 Change yourself Vs. Change your environment
 - 08 Step into your power when you need to.
 - 09 Negotiate... for others
 - 10 Confidence=Competence
 - 11 Be your own friend

There is a downside to awareness. Too much awareness of bias can actually reduce my performance - so I am careful about what I read. Stereotype threat can impact your performance in the following ways



> Stress



> Monitoring your performance



> Suppressing negative emotions

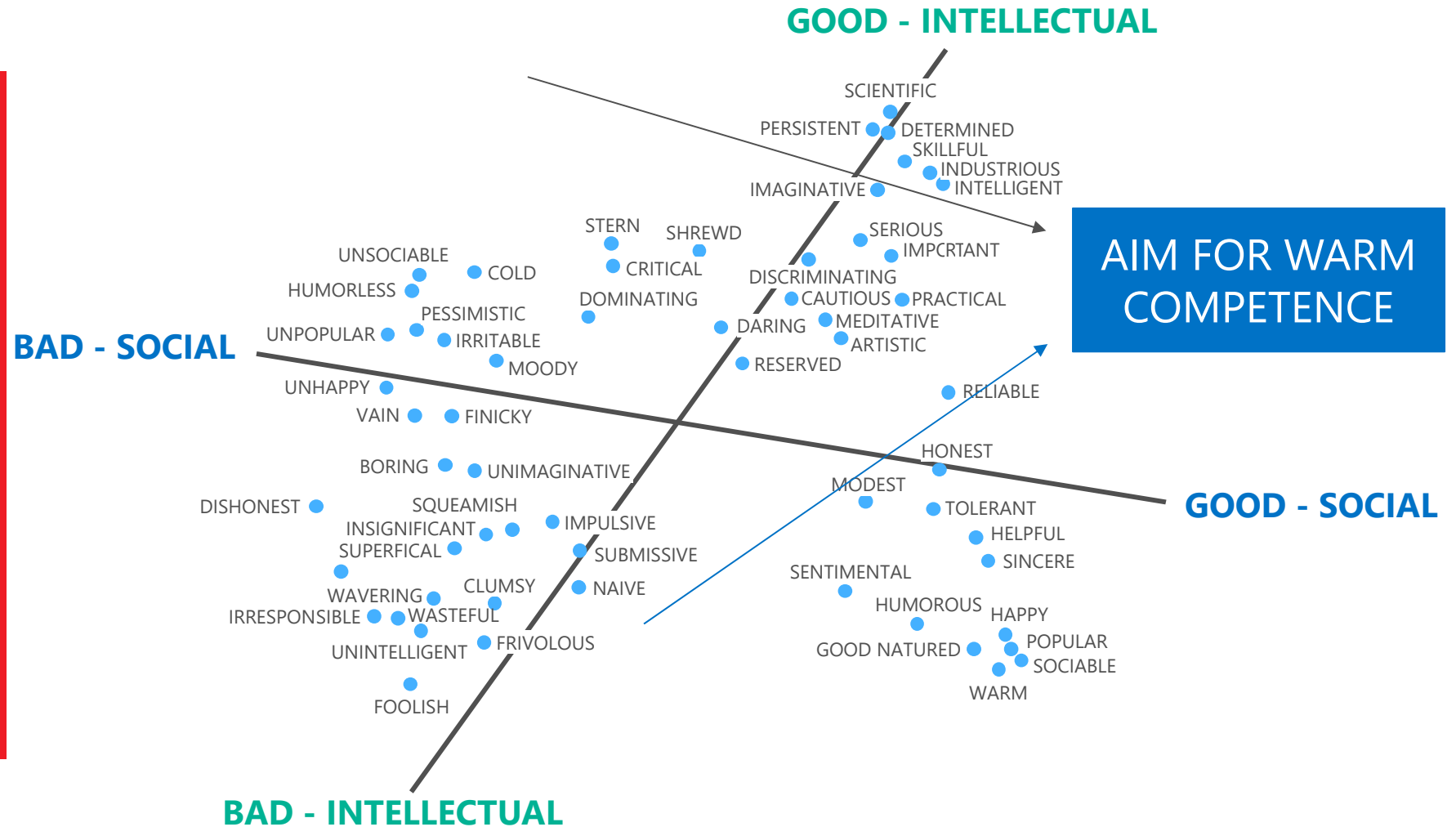
Stereotype threat and test performance



Source: Toni Schmader, Michael Johns, and Chad Forbes

Source: [Linking Stereotype threat and anxiety, Jason Osborne](#)

Warm confidence is an ideal leadership trait for all. Additionally women face the double bind bias Too warm can be seen as incompetent, too competent can be seen as cold.



Emotional energy is my most important resource and I have many life hacks to control it.

Optimism

Believe that your actions will make a difference



Gratitude



Have a Control Mindset

Put all your attention on the things you can control.



Start a positive cycle

Do something nice for someone else



04 Build allies not peers: Peers are a neglected set of career relationships



Compete with yourself and not with your peers



Don't meet only when there is a problem



Help them truly and ask for their help



Show what you are doing to help them
and thank them when they help you

Authenticity conundrum: Who are you VS What is social conditioning? Be open to changing yourself

FEMALE GENDER ROLE EXPECTATIONS \neq LEADERSHIP ROLE EXPECTATIONS



Sisterhood/Humanhood: Your life experience may have uniquely qualified you to understand the outsider experience

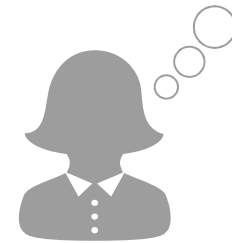
- ▶ Practice Bystander Intervention and help others get credit for their ideas



Other
women



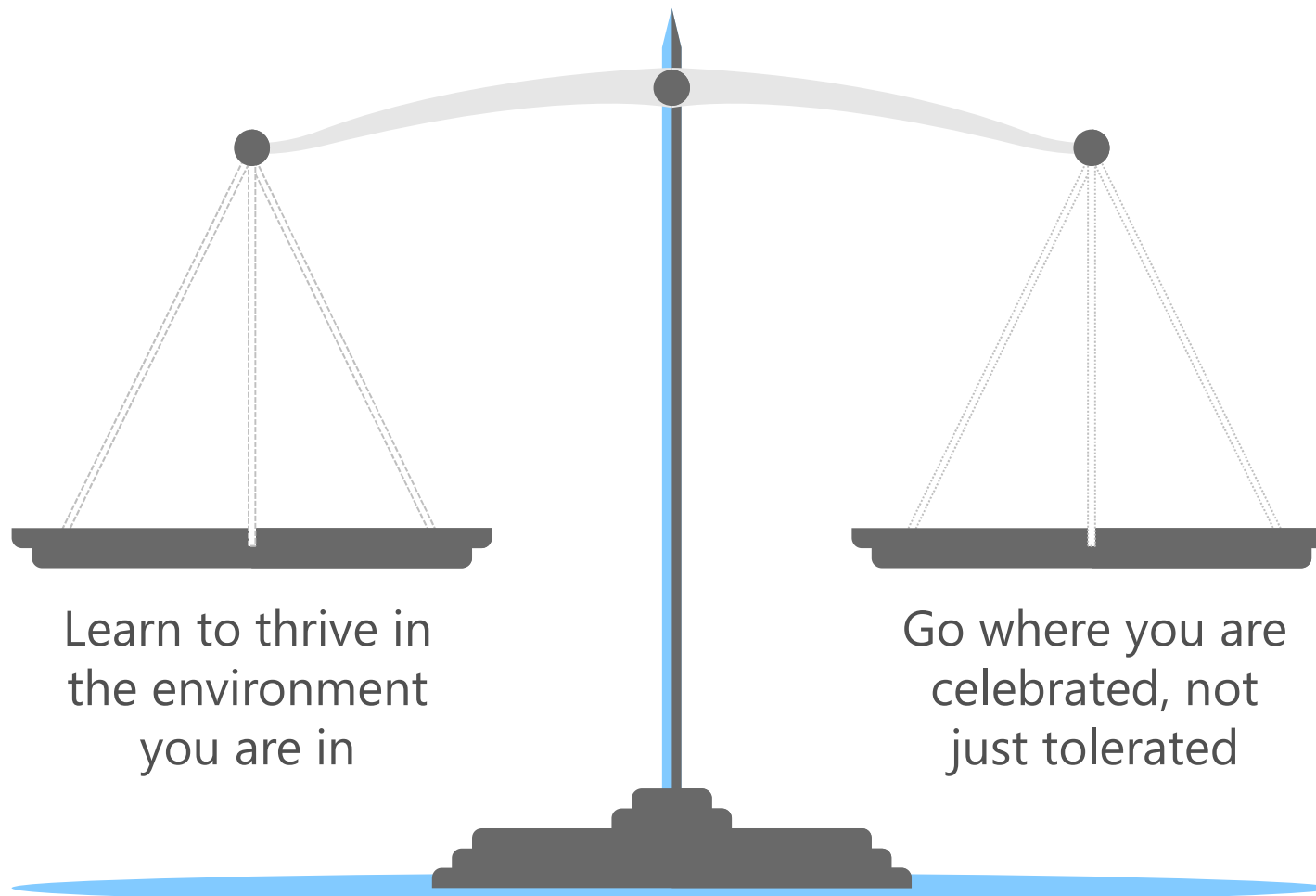
Quiet
People



Deliberate
thinkers

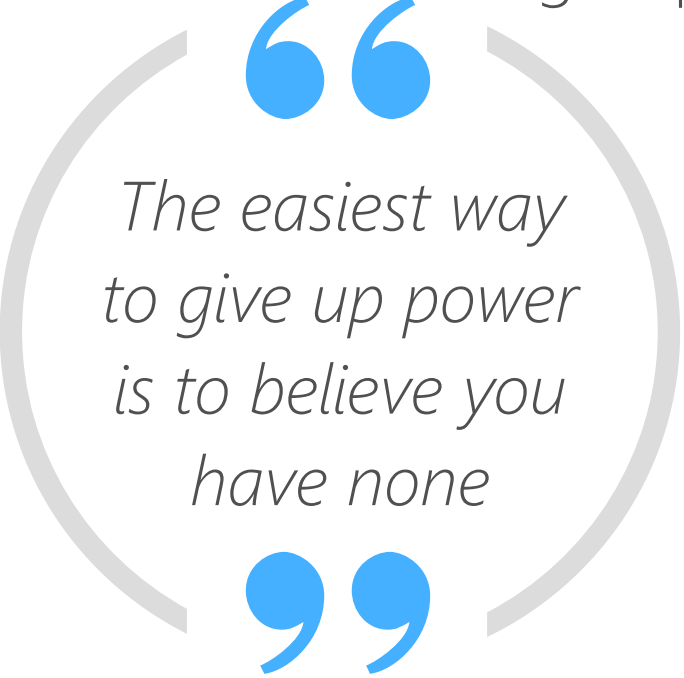
- ▶ Level the playing field when you can: hiring practices, salary negotiations

Serenity prayer when you feel like you don't fit in: Should you change yourself Vs change your environment?



Be comfortable with power. If you are the leader- you should lead. You can choose to act with High or Low power , but choose deliberately not instinctively. What *feels* right may not always be right .

- ▶ Power is for the good of the group: There is a social purpose to hierarchy! When you don't step into your power, the group; especially the weaker in the group suffer.



*The easiest way
to give up power
is to believe you
have none*

- ▶ Choose between **Approachability** and **Authority**. Make the right choice depending on the situation, not on instincts. **Collaborative decision making** is not always the right choice- even though it facilitates buy-in.

09 Negotiate... but for others

Women rely on performance and loyalty

“ *I'll just do a great job. I'll show them through my work*”

AND

Women are penalized for negotiating and seen as being out for themselves

BUT

- Women negotiate better for their teams or for others
- So negotiate for others

“
Women who negotiate
earn more than \$1M more
than others over the
course of their career
Women don't Ask...
Sara Laschever
”

10 Confidence often masquerades as competence



Imposter Syndrome

Don't compare your inner-life with others outer-life

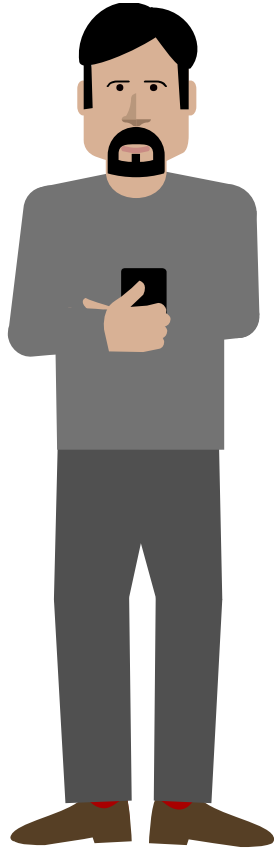
My confidence Hacks: Amy Cuddy Body Language tricks (aka Wonder Woman pose) , Accept that Round 2 will be easier

Be your own best friend



Make yourself the best friend and mentor you will ever have

A call to male allies



We need you ! 95% of Fortune 500 CEO's are male.
Parity cannot be achieved without male allies.

Its the right thing to do !

Parity helps you get away from male stereotypes and be
free to be who you really are.

Some things that ALL allies can do...

Help women be heard. Facilitate meetings with an eye to including everyone's point of view.

In Performance Reviews
avoid personality feedback
("too bossy",
"too soft")

Have **clear criteria** for success

Be open to **different styles** of working

... Specifically to male allies
Don't confuse "appropriate" with "distance"

Things are hard. But things are also good and getting better!



“Optimism is the belief
that your behavior can
make a difference”



“Make sure your choices
are based on your hopes
and not your fears”
Nelson Mandela

Reading List

[The abrasiveness trap: High achieving men and women are described differently in interviews](#)

- *Fortune*

[Ban Bossy](#)

[The Double Bind; Choose between seen as likeable but incompetent or competent and cold](#) *NPR*, though a special brand of [warm confidence](#) is ideal

- *Harvard Business Review*

[Overcoming Imposter Syndrome](#)

- *Harvard Business Review*

[We could increase the US GDP by 2 trillion if we reduced Gender inequality](#)

- *Harvard Business Review*

Michael Gervais: High Performance Mindset

["The simple trick women in the White House use to stop getting interrupted"](#)

- *themuse*

[Why Hilary Clinton gets more interrupted than Donald Trump](#)

- *Harvard Business Review*

["How not to be 'Maninterrupted' in Meetings"](#)

- *Time*

[Why American men feel discriminated against?](#)

- *Harvard Business Review*

[Overcoming Imposter Syndrome](#)

- *Harvard Business Review*

[Overcome Self Doubt and Stereotype threat](#)

- *Harvard Business Review*

[The 5 biases pushing women out of STEM](#)

- *Harvard Business Review*

["What Silicon Valley Thinks of Women"](#)

- *Newsweek*

["How Women Can Get Ahead at Work: A New Manual"](#)

- *Forbes*

["Women Rising: The Unseen Barriers"](#)

- *Harvard Business Review*

[Imposter Syndrome: Why do so many women feel like frauds?](#)

- *The Telegraph*

[Women don't ask](#). Linda Babcock and Sara Laschever

Viewing List



[Deborah Gruenfeld Acting with Power](#)

[Deborah Gruenfeld Playing High and Playing Low](#)

[Amy Cuddy: Your Body Language Shapes you](#)

[Shawn Achor: The happy secret to better work](#)

[Satya Nadella: Hit refresh](#)

[Anne Marie Slaughter: Can you Have it all](#)

[Sheryl Sandberg: Why we have too few women leaders](#)

[Carol Dweck: The power of believing you can improve](#)

